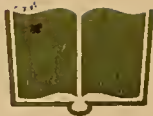


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Minutes of Meeting of January 13, 1972

* * * * *
* NEXT MEETING: January 27, 1972 *
* Main Library, Civic Center *
* Commission Room, Third Floor *
* 9:30 A.M. *
* * * * *

ROLL CALL

Commissioners

Present: Leonard Kingsley (presiding), Very Rev. C. Julian Bartlett, Rev. George Bedford, Rabbi Alvin I. Fine, Louis Garcia, Sister Mary Bernadette Giles, Mrs. Mattie Jackson, Curtis McClain, Rev. Victor L. Medearis, Earl Raab, Louis Simon

Excused: John Yehall Chin, Joseph Garcia, Earl Livermore

Staff

Present: William Becker, Stanley Abe, Frank Anderson, Richard Arnold, Joan Barr, Jack Casford, Gordon Chin, Philip Chin, Gerard Feliciano, Stanley Lim, Shone Martinez, Grant Mickins, Manning Peterson, Mrs. Gail Roberts, Herbert Spiro, Renee Thompson, Edward Vurek, Miss Edith Witt

PLEDGE OF ALLEGIANCE

Minutes of Meeting of December 16, 1971 approved

COMMUNICATIONS

- From U.S. Senator Alan Cranston, reporting that he had contacted Arthur F. Evans (then Acting Director of the San Francisco Redevelopment Agency) and Eneas J. Kane, Executive Director of the San Francisco Housing Authority, regarding Federal refusal to release funds for redevelopment and public housing programs. The Senator was responding to a letter from Director Becker.
- From U.S. Senator John V. Tunney, acknowledging the HRC's Resolution regarding the Urban Indian Medical Center.
- From William J. Hemby, Chairman, Police Committee, San Francisco Police and Firemen Citizens Committee for "Yes" on "J", thanks for the support of the HRC on this ballot proposition in the City elections in November 1971.
- From Alan H. Nichols, former member of the San Francisco Board of Education, thanks for the HRC Resolution commending him on his services.
- From Joseph J. Botka, Chief Probation Officer, San Francisco Juvenile Court, acknowledging receipt of the HRC Resolution of December 16, 1971, pertaining to inclusion of suppliers of goods and services to the Juvenile Court under the City's Nondiscrimination Ordinance. Mr. Botka said the Resolution had been referred to the Business Manager for incorporation of the non-discriminatory regulations into contracts held with agencies providing boarding home care. He stated that the Court does not place children in "any boarding school or foster home where there are any discriminatory practices being conducted."
- From Francis W. Mayer, Judge of the Juvenile Court, Superior Court of California, acknowledging the Resolution cited in the above-described communication, and stating that "no placements will be made by this Court, nor have they ever been made by this Court to its knowledge, to any institution that practices discrimination."

COMMITTEE REPORTS

CONTRACT COMPLIANCE:

Louis Garcia, Chairman

- Report of Non-Compliance Hearing
Against Northwestern Steel Company - Stanley Lim

The Hearing Panel of the HRC, at a non-compliance hearing October 22, 1971, found Northwestern Steel Company, a subcontractor at the Candlestick Park project, not in compliance with its affirmative action agreement and ruled the firm ineligible to act as a contractor, subcontractor or supplier for public works for a period of two years. This was the first formal hearing of this nature conducted by the HRC.

Charges of non-compliance were filed originally by Mr. Lim August 31, 1971. The following are violations of affirmative action agreements by Northwestern Steel:

1. Failure to employment the number of apprentices required by State law (1 apprentice to every 5 journeymen) in a public works project.
2. Failure to implement the company's own commitment to hire 5-6 minority apprentices.
3. Failure to employ minority apprentices residing in San Francisco.
4. Failure to achieve the agreed 30% minority workers goal in the company's work force at the job.
5. Failure to keep a record of all meetings and conferences to make them available for inspection.

Following an investigation by Mr. Lim, the October 22, 1971 show cause hearing was recommended and held. The hearing was chaired by Commissioner Victor Medearis, with members Commissioner Sister Mary Bernadette Giles and Commissioner Joseph Garcia.

The respondent, Northwestern Steel, was represented by its owner, Mr. Jerry Harris. Others in attendance included representatives from Williams & Burrows, Inc, the general contractor, Iron Workers Union Local 377, and the Apprenticeship Opportunity Foundation.

The Hearing Panel unanimously voted January 3, 1972 in favor of the staff's recommendation as provided for under City Ordinance 261-66 and 340-68, which states ". . . the contractor (Northwestern Steel) is an irresponsible bidder as to all future contracts for which such contractor or subcontractor may submit bids. Such firm shall not, for a period of two years thereafter or until he shall establish and carry out a program in conformity with the non-discrimination provisions of this contract, be allowed to act as a contractor or supplier under any contract for public works, goods or services for or on behalf of the City and County of San Francisco."

The respondent, the general contractor at the Candlestick Park job, the Department of Public Works and other City awarding agencies have been notified of the Hearing Panel's decision.

According to the Rules of Procedure, the respondent has the right to appeal to the HRC within 20 days of the service of the finding.

As of December 6, 1971, Northwestern Steel Company has been replaced by another steel subcontractor at the Candlestick Park project.

- Architects and Engineers
Affirmative Action Program - Renee M. Thompson

Architects and engineers doing work for the City and County of San Francisco are under formal contract with it. Under City Ordinances No.

261-66 and 340-68 the "Contractor" in all public works contracts may be required to submit an affirmative action program which shall meet the requirements of the Human Rights Commission. (Architects receive a fee of 6% of the total cost of a construction contract.) In the past, because of HRC staff shortages, Architects and engineers have not been approached for affirmative action guidelines. For the first time, the HRC is now asking them to adopt affirmative action guidelines drafted and submitted to them, in order for them to be eligible to receive future contracts from the City.

On October 15, 1971, the HRC staff called a special meeting of architects and engineers who frequently do work for the City to explain the requirements of an affirmative action program. At this meeting, it was pointed out that participation in some minority on-the-job training program is a requirement and that the program which is sponsored by the Bay Area Engineering Societies' Committee for Manpower Training was acceptable. The ESCMT has for the past four years conducted successful training programs for para-professionals with engineering, contracting, and architectural firms. The organization is sponsored by five professional engineering societies and the American Institute of Architects, with a one-year sponsorship, to be renewed at the end of the year if they are satisfied with the program.

Funds to offset extra training costs have been made available to the ESCMT from the Department of Labor through the Bay Area Urban League. The ESCMT program is conducted in cooperation with the Urban League. The program combines on-the-job training, education, and counseling. The architects felt that there was a great need for this type of program.

On November 15, 1971, those architects and engineers holding or about to obtain City contracts were sent a draft copy of minimum guidelines on affirmative action and a work force survey form, explaining that those firms which receive contracts with a department or agency of the City and County of San Francisco shall, as a condition of eligibility to receive such a contract, submit evidence to the Human Rights Commission that the following requirements will be met.

1. The firm shall have filed reports on the ethnic identification of its work with the Human Rights Commission on forms the HRC supplies and at times it designates.
2. The firm shall be participating in a training program aimed at qualifying more minority people for regular jobs in the industry. Since the Engineering Societies' Committee for Manpower Training is an already proven vehicle for such training, it is assumed that this is the most logical program in which to participate. Some firms, however, may appropriately employ an apprentice through a regular apprenticeship program. Architects may also decide to develop a separate training, if such meetings the same standards as the ESCMT and is approved by the HRC. (Participation means employing and training one or more trainees.)
 - a. Firms whose work force is already substantially integrated may seek a waiver of this provision.
3. The firms shall make every effort to place in jobs all trainees who successfully complete their training in the following manner:
 - a. Employment with the firm which did the training.
 - b. Employment with another firm in the industry.
 - c. Registration of the trainee in a reserve pool from which all of the participating firms shall hire when openings develop in the classification of the trainees. Trainees in this reserve pool shall have preference over any other applicants for the classification covered by the training programs.

4. Each firm is also requested to suggest other ways in which affirmative action can be implemented, individually or in concert, especially on a more comprehensive basis than the above.

On November 29, 1971, a meeting of the architects and engineers was called to discuss these minimum guidelines and for affirmative action. The guidelines were approved by the architects and engineers, and at the present time the affirmative action guidelines have been submitted to the City Architect's Office for incorporation into the architects' and engineers' contracts, both existing and new.

- Status Report on Affirmative Action
and the Banks - Gerard Feliciano

The City has on deposit almost \$200,000,000 in 19 banks in San Francisco, most of it (\$188,157,966.35) in time accounts. Commissioners were provided a list of these deposits as part of this presentation.

Since October 1971, Mr. Feliciano has contacted these 19 banks. The initial contact was to request that the banks fill out the HRC's basic compliance report. (questionnaire). This report, when properly executed, provides basic information regarding the bank's employment patterns, hiring recruitment practices, and helps to identify deficiencies. Upon review and evaluation, if the HRC finds that deficiencies exist, it requests, in most cases, the signing and acceptance of an affirmative action agreement (designed by the Equal Employment Opportunity Commission) for correcting the areas of weakness. If a bank refuses to cooperate or sign the agreement, it is subject to the sanctions of the Nondiscrimination Ordinance. This includes a cancellation of contract (withdrawal of City monies from the bank) and/or ineligibility to continue to receive contract awards until compliance with the Ordinance is attained.

<u>Of the 19 banks contacted:</u>	<u>Minority Work Force</u>
1 refused to sign affirmative action agreement; a final letter to the president has been sent requesting compliance	14%
3 are negotiating the signing of the affirmative action agreement	7%-15%
3 refused to submit compliance report	unknown
3 are in the process of gathering employment data	unknown
2 have effective affirmative action programs (Security Pacific National Bank and Chartered Bank of London)	35%-40%
3 are in the process of being evaluated	30%
4 Oriental banks -- a separate problem -- not yet analyzed	--

(Bank Deposits as of December 8, 1971 as reported by the Treasurer of the City and County of San Francisco are shown on attachment to these Minutes.)

Mr. Feliciano notified the City Treasurer of the three banks which refused to submit the requested compliance report. He notified each institution of the requirement to reply some 90 days ago, and there still has been no satisfactory reply..

The three banks in the process of being evaluated are: Bank of America, Wells Fargo, and Liberty National.

Director Becker said that the major goal of Mr. Felician's work with the banks is to achieve equitable minority participation in their work forces, and that some institutions may indeed, through their procedures, be providing this opportunity. He added that this project is perhaps, for the first time, approaching the total industry. Often it is a fact that the larger employers are under effective pressure from Federal and other agencies to practice affirmative action, but many medium-sized and small employers in a sense never get involved effectively.

Asked for the evaluation standards applied, Mr. Feliciano stated that a bank whose minority work force as reported is below the estimated minority population percentage of the City is considered a candidate for closer examination. He said that in such cases when he has asked for the existing affirmative action program, he finds that they usually have none.

Mr. Feliciano described the four Oriental banks which have yet to be analyzed as "special problems" in that they are located in an almost totally Oriental community and their work forces would show as high as 90 or even 100 percent minority employment.

A further report will be forthcoming from the Contract Compliance Committee on this and other facets of its work.

Mr. Feliciano reported that three banks who have refused to return the compliance report have informed him through their legal departments that they feel that they are not covered under the City's Nondiscrimination Ordinance. He said that they are covered under this measure, as well as under the Federal Contract Compliance law (Executive Order 10246), which requires submission of an affirmative action program. Investigation has brought out, he said, that apparently the Federal government has not thoroughly evaluated the bank programs, and he suggested that the HRC work jointly with them to conduct a full review and evaluation of bank affirmative action, for joint enforcement of these City and Federal laws.

Commissioner Medearis stated that under the Treasury Department, the Federal government does in fact require compliance.

Chairman Kingsley commented that the contract compliance activity reports were indicative of an important step forward for the HRC, which for many years has been unable to implement the Nondiscrimination Ordinance, but now, because of three additions to the staff, has been able to take some action.

HOUSING AND URBAN DEVELOPMENT:

Louis Heilbron, Chairman

- Film Presentation on Housing Conditions in Chinatown -
Mrs. Carol Chuck, for her husband, Rev. Harry Chuck,
Co-Chairman of the 701 Chinatown Citizens Advisory Committee

Mrs. Chuck thanked the HRC on behalf of the Advisory Committee for its Resolution of December 16, 1971, in which it urged the utilization of the public land known as the Kirkland Busyard, as the site for low and moderate-income housing.

Mrs. Chuck then introduced a 10-minute black-and-white film, taken by Rev. Chuck, showing a Chinatown building, at 855 Stockton Street, owned by the Kwong Chow Benevolent Association, which, though now condemned and virtually empty of tenants, typified widespread living conditions for many residents of the Chinatown community. The film was described by Phil Chin, of the HRC staff. Mr. Chin reported that most of the 50-unit building was made up of single rooms, average size 8' x 10', in some of which five or six persons lived. The rent was \$45 or \$50 a month. Each floor had one community kitchen and toilet. Hot plates, in violation of fire safety standards, were used by many residents. The film showed in particular one room with several children and an adult. They slept in

high bunk beds, and possessions were stored on every available flat space. Parcels and hand satchels hung from a pipe near the ceiling. There was one high window and one light bulb hung from the ceiling. The unclean community toilet was photographed. There were numerous shots of cracked plaster, peeling paint, scarred woodwork and doors, etc.

Mr. Chin stated at the conclusion of the film that the conditions it portrayed are typical of those prevalent in Chinatown. The families -- some 25 or 28 of them -- who lived in the filmed building have moved out, but not into better replacement housing: mostly with relatives still in Chinatown. Many of the Chinatown residents most in need, said Mr. Chin, in a discussion period after the film, are immigrants from Hong Kong who have entered this country since 1965 when discrimination in immigration laws were ameliorated.

Mr. James Paul, Coordinator of the Chinatown Plan for the City Planning Commission, stated that the figure for Chinese immigration into San Francisco averaged about 1,000 per year; and that population in the Chinatown-North Beach area had increased some 18,000 in a 10-year period, which included net increases both in immigration and births over deaths.

Mr. Chin stated that most immigrant people depended on employment obtainable right in Chinatown, mostly restaurant work for the men and sewing in garment subcontractor shops for the women. He stated that most of the substandard property in Chinatown is owned by Chinese individuals or organizations and the problems as pictured in the film were due to: lack of owner concern, lack of money by landlords to repair property, and past code enforcement policies.

Mr. Paul emphasized it is inaccurate to attribute the severe housing problems and abject conditions in Chinatown to the increase in immigration, but that they were conditions of long-standing, only slightly aggravated by immigration. He stated that the population loss in the core area of Chinatown has been only 1,000 persons, whereas in the Northeast section of the City, there is outward movement in substantial numbers of Chinese people. He stated that the film was one of the most effective testaments to the conditions prevailing in Chinatown.

- Report on Geary-Presidio and Kirkland Busyard Sites - Mr. Heilbron

Correspondence has been received regarding HRC positions taken December 16, 1971 on utilization of the two busyards for low and moderate-income housing (Kirkland) and moderate-incoming housing (Geary Presidio). Mr. Heilbron read the letter from Supervisor Dianne Feinstein, noting that she referred the Kirkland Busyard resolution to the Social Services Committee of the Board. She stated her support of the HRC Resolution. Copies were sent by the Clerk of the Board to heads of the Housing Authority, the Redevelopment Agency, and the City Planning Department. Also read was a letter from the General Manager of the Public Utilities Commission, John D. Crowley, responding to both HRC Resolutions (on the Geary-Presidio and Kirkland properties). Mr. Crowley wrote to Director Becker that he could not see how it would be financially feasible or practical, in consideration of the value of the property, to build moderate or low-income housing there.

The request by the City's Real Estate Department for a continuation of City Planning Commission hearings so interested developers of the Geary-Presidio property as a shopping center could have more time for further analysis, was granted and will now be heard February 3.

Commissioner Heilbron reported that the City Planning Department's staff states that even though their staff realizes that it may be economically difficult to develop housing on the Geary-Presidio site, its recommendation is based on policy and not on economic feasibility. No economic feasibility study has as yet been made of the site and at

this point it cannot be said what the land and air rights costs are or whether housing is economically feasible.

Mr. Heilbron cited these and other factors (the original Planning staff recommendation, the Improvement Plan for Residence, etc.) as reasons for the HRC's Housing Committee decision to stand with its endorsement of the City Planning Commission staff recommendation.

Commissioner McClain voiced his concern that the HRC do more than act through passing Resolutions in the struggle for better housing for the City.

Chairman Kingsley stated that the HRC is not merely sending its concerns in the form of Resolutions by mail, but that individual commissioners and staff are in contact with the Board of Supervisors and the Planning Department.

Edith Witt pointed out that the film shown on the Chinatown conditions had been brought to this meeting especially because of the critical need for using the Kirkland busyard site for low and moderate-income housing. There is no immediate solution, she said, to these problems at the present time.

She noted that perhaps the only vacant rooms in Chinatown would be found at the Holiday Inn, on Kearny Street, which was built on public land.

In order for the Board of Supervisors to pass favorably on designating the Kirkland Busyard for low and moderate-income housing, the Mayor must support it and at least six Supervisors must be in favor, she said. Chairman Kingsley re-emphasized the importance of individual Commissioner actions, making individual personal contacts with persons whose decisions will determine policy on housing and public land use.

Commissioner Simon requested a copy of the film shown by Mrs. Chuck.

Commissioner Bartlett commented on the frustrations of the community's being unable to provide replacement housing for persons who must vacate substandard housing, and of the City's seeming inability to meet these problems except on a crisis basis, i.e., if a fire should force people from this type of housing, some action to house them would take place.

Miss Witt replied that the HRC's position was that it favored code enforcement, but if buildings are condemned and then demolished and replaced, not with housing, but with commercial property, the people are no better off. The Kirkland Busyard, she said, is part of the inventory of public land about which Commissioner Bartlett also inquired. The debate, then, in the City, is what priorities are for the use of public land: for the highest monetary return, or to meet the crucial problems of housing and other social needs. The Kirkland Busyard site, she said, could hold about 175 to 200 units.

NOMINATING COMMITTEE:

Earl Raab reported for Chairman Livermore that the Nominating Committee, which included Commissioner Bedford and Commissioner Livermore in addition to himself, recommended the re-election of Leonard Kingsley as Chairman of the HRC for 1972 and of Commissioner Victor L. Medearis as Vice-Chairman.

It was

*** m/s/c that the recommendation be adopted and the elections were unanimous.

NEW COMMITTEE ASSIGNMENTS:

Chairman Kingsley announced that the Committee assignments would be as follows:

Employment

Very Rev. C. Julian Bartlett, Chairman, Joseph Garcia,
Rev. George Bedford

Housing and Urban Development

Louis Heilbron, Chairman, Earl Raab, Mrs. Mattie Jackson,
John Yehall Chin

Youth and Education

Rabbi Alvin I. Fine and Sister Mary Bernadette Giles, Co-Chairmen,
Louis Simon

Police Liaison

Curtis McClain, Chairman, Earl Raab, Rev. Victor L. Medearis

Planning and Program

Earl Raab, Chairman, Rabbi Alvin I. Fine, Louis Garcia,
Sister Mary Bernadette Giles

Chinatown Advisory

John Yehall Chin, Chairman

Native American

Earl Livermore, Chairman

Reading Panel

Earl Livermore, Chairman

Contract Compliance

Louis Garcia, Chairman, Rev. Victor L. Medearis

Personnel (a new committee)

Joseph Garcia, Chairman, Rabbi Alvin I. Fine, Leonard Kingsley

YOUTH AND EDUCATION:

Rabbi Alvin I. Fine and Sister Mary Bernadette Giles, Co-Chairmen

- Proposed Study of Juvenile Detention Facilities - Stanley Abe

Some months ago, Sister Mary Bernadette Giles reported, in giving background to Mr. Abe's presentation, a member of the Advisory Committee brought to its attention that charges had arisen that discriminatory practices were in effect regarding admission of children by the Juvenile Court to private child care institutions in California. A second charge was made that there were inadequate facilities in the two public institutions (Log Cabin Ranch and Hidden Valley Ranch).

The Committee heard discussion of these conditions and charges from Mrs. Jean Jacobs, of the Citizens for Juvenile Justice, which recommended that both Log Cabin and Hidden Valley Ranch be closed permanently. Also heard from was the Director of the Westside Community Mental Health Clinic who recommended that the ranches be retained and changed in their focus to a full-time educational operation.

The Committee, which also heard from Joseph J. Botka, the City's Chief Probation Officer, said Sister Mary Bernadette, has not yet determined if the original charges are true. The Log Cabin and Hidden Valley Ranch facilities, however, have remained open, and have changed over to the full-time educational program operation.

Mr. Abe of the HRC staff is charged with further investigation for the Committee. He discussed the work done to date and the work goals set for continuing this investigation. He reported that Mr. Botka opened

Juvenile Court records to the Committee and furnished it with a list of private boarding schools and with a partial racial breakdown (black and non-black) of the clientele placed by the Juvenile Court.

The HRC and the Juvenile Court will develop an affirmative action program for the integration of staff and clientele. The Nondiscrimination Ordinance and affirmative action program will be provided to each of the private institutions by letter, and there will be implementation in the new contracts between the Juvenile Court and the private institutions effective July 1, 1972. Mr. Abe chronicled further information that he will seek regarding operations, staff duties, hiring and recruitment, ethnic breakdown of jobs, guidelines and criteria for placement, etc. for the: Juvenile Court, Placement Committee of the Juvenile Court, Youth Guidance Center, private institutions and Log Cabin and Hidden Valley Ranches.

It was

*** m/s/c to accept Mr. Abe's report with thanks and recommendation to the Committee.

- Report on Memorandum of Agreement Between San Francisco Unified School District and the Recreation and Park Department - Mrs. Gail Roberts

On October 14, 1971, the HRC adopted a series of five Recommendations regarding the Plan for Action of the Recreation and Park Department. One Recommendation encouraged close cooperation between public and private agencies as recommended by the Plan for Action. On December 2, 1971, the Board of Education adopted a Statement of Agreement with the Recreation and Park Department for coordinating recreational facilities. A coordinating committee is being set up to implement this Agreement, seeking input from the community to meet the recreational needs of youth and adults.

Mrs. Roberts asked that the HRC commend and thank the School District, the Recreation and Park Commission, and the City Planning Commission for this example of cooperation.

*** Commissioner Fine suggested that over the signature of either the Chairman or the Director letters of commendation go to these parties to the Plan and Agreement.

Chairman Kingsley noted with praise the expertise and skill of new staff members of the HRC.

NATIVE AMERICAN:

Earl Livermore, Chairman

- Commissioner Livermore was not present. It was announced that a planning grant of approximately \$75,000 has been made by the Department of Health, Education and Welfare for the Urban Indian Medical Center.

POLICE LIAISON:

Curtis McClain, Chairman

There was no formal report. The Committee meets every other Monday at 8:30 P.M. at the HRC offices, last on January 10. It heard of the work by a local committee seeking Abolition of the Death Penalty. Sheriff Richard Hongisto will speak to the next meeting.

- Commissioner Medearis announced that the Hunters Point-Bayview community has been greatly pleased by personal meetings with the Chief of Police and his staff, meetings brought about through the interest of the Conference on Race, Religion and Social Concerns, and the Council of Churches. There are continuing efforts to bring more black citizens into the Police force.

DIRECTOR'S REPORT

- The San Francisco Foundation has notified the HRC that it is prepared to fund a proposed ombudsman/citizens-complaint officer project for a little over a year. This project was drawn up on recommendation of the Planning and Program Committee, as a means of demonstrating whether there is a need for a City ombudsman program, and how such an operation would function.

It was

*** m/s/c that the San Francisco Human Rights Commission, in support of its earlier action authorizing staff to seek funding for a citizens complaint project, approve the acceptance of funding for this project if granted by The San Francisco Foundation and also assume the responsibility for the project to the end that it shall be administered to meet the goals of the application.

CALENDAR MATTERS

The next regular meeting of the HRC will be Thursday, January 27.

Commissioner Fine asked to make a statement. He said that an excellent staff, well-utilized and well-selected, reflects the direction of the top man, and that the HRC was fortunate in having Mr. Becker as its Director. He said his excellence was typified by the announcement that The San Francisco Foundation grant had been obtained for the ombudsman project, showing his personal efforts in obtaining funding beyond the City budget allocation for work of the HRC. Commissioner Fine paid tribute also to the quality of the Commissioners individually, and singled out for special praise the contributions of Commissioner Victor L. Medearis. On behalf of the Commission, he expressed his delight and gratitude that Mr. Kingsley would again be serving the HRC as its Chairman. Finally, Commissioner Fine commended the contributions in time and expertise and effort by unpaid volunteers to the HRC and by committee members and advisors who serve it.

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully submitted,

WB:JC:afs

William Becker
via Jack Casford

Attachments:

Bank Deposits as of December 8, 1971
as Reported by the Treasurer of the City and County of San Francisco

C O P Y

OFFICE OF THE TREASURER
CITY AND COUNTY OF SAN FRANCISCO

BANK DEPOSITS AS
OF DECEMBER 8, 1971

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	Active Checking	Inactive Time	Total
Bank of America *	\$ 8,738,623.28	47,374,372.35	56,112,995.63
Barclays Bank of California	--	1,500,000.00	1,500,000.00
Bank of California	19,883.27	-0-	19,883.27
California Canadian Bank	--	1,200,000.00	1,200,000.00
Bank of Canton	--	1,725,000.00	1,725,000.00
Rockefeller Bank	22,499.11	37,750,000.00	37,772,499.11
First Western Bank & Trust Co.	--	6,500,000.00	6,500,000.00
Bernina Bank	--	1,800,000.00	1,800,000.00
Hongkong Bank of California	--	4,475,000.00	4,475,000.00
Liberty National Bank	--	3,000,000.00	3,000,000.00
Chartered Bank of London *	111,213.00	1,000,000.00	1,111,213.00
Bank of Montreal	--	2,950,000.00	2,950,000.00
Redwood Bank	--	1,000,000.00	1,000,000.00
Security Pacific National Bank	--	9,900,000.00	9,900,000.00
Sumitomo Bank	--	8,150,000.00	8,150,000.00
Bank of Tokyo	--	7,875,000.00	7,875,000.00
Union Bank	--	8,058,594.00	8,058,594.00
United California Bank	--	7,500,000.00	7,500,000.00
Wells Fargo *	1,448,977.34	36,400,000.00	37,848,977.34
	<u>\$10,341,195.00</u>	<u>\$188,157,966.35</u>	<u>\$198,499,162.35</u>

Trust Funds not subject to General disbursements:

Bank of America	\$488,650.17
Chartered Bank of London	\$111,213.00
Wells Fargo	\$400,000.00

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of January 27, 1972

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* NEXT MEETING: February 10, 1972 *

* Main Library, Civic Center *

* Commission Room, Third Floor *

* 9:30 A.M. *

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FEB 11 1972

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ROLL CALL

Commissioners

Present: Leonard Kingsley (presiding), The Very Rev.
C. Julian Bartlett, John Yehall Chin, Sister
Mary Bernadette Giles, Louis Heilbron,
Mrs. Mattie Jackson, Earl Livermore, Rev. Victor
Medeiros, Earl Raab

Excused: Rev. George Bedford, Rabbi Alvin I. Fine,
Joseph Garcia, Louis Garcia, Curtis Mc Clain,
Louis Simon

Staff

Present: William Becker, Director, Frank Anderson,
Richard Arnold, Francisco J. Aviles, Mrs. Joan
Barr, Jack Casford, Gordon Chin, Luis Herrera,
Lucie Lovell, Shone Martinez, Grant Mickins,
Booker Neal, Benjamin Nobida, Manning Peterson,
Mrs. Gail Roberts, Herbert Spiro, Miss Edith
Witt

PLEDGE OF ALLEGIANCE

The December 16, 1971 Minutes will be corrected at the request of Mr. Michael L. Fischer, Associate Director of the San Francisco Planning and Urban Renewal Association. A letter from Mr. Fischer on January 19, 1972 stated that SPUR was incorrectly listed as a participant in the Peoples' Action Coalition, and that SPUR does not support the Coalition at this time.

Minutes of Meeting of January 13, 1972 -- Approval postponed for lack of a quorum.

COMMUNICATIONS

- From Ralph A. Prater, Executive Director African-American Historical and Cultural Society of San Francisco, Inc., thanks for the long-term loan by the HRC of a collection of African art. The collection of sculpture, collages, and relief panels had been given the HRC by Murray D. Pollar. The works are those of contemporary African artists.
- From Mervyn M. Dymally, Chairman, California Legislature Joint Committee for the Revision of the Elections Code, formal notification to Mr. Michael Shaw, president of the City-Wide Youth Council, of his appointment to the Advisory Committee to the Joint Committee. Director Becker noted the appointment as evidence of the Youth Council's growing role in affairs of community and state as well as local government.

COMMITTEE REPORTS

HOUSING AND URBAN DEVELOPMENT:

Louis H. Heilbron, Chairman

- Follow-up on Use of Geary-Presidio and Kirkland Busyard Sites For Housing

Commissioner Heilbron stated that individual Commissioners had been active in making known the HRC's concerns about use of these two sites for housing, and that the Board of Supervisors' quoted statements in the press indicated that they were more expressive of their consciousness of these concerns for moderate and low-income housing.

Mr. Heilbron noted and read in full an editorial delivered by Commissioner Simon over KPIX-TV urging public communication to the Board of Supervisors that the Kirkland Yard be designated for housing purposes.

The San Francisco Redevelopment Agency letter to the Board of Supervisors was summarized. Mr. Heilbron read the portion of the letter designated "comments on the HRC Resolution 32-71". The fourth point of the comments stated, "Should the site (Kirkland Busyard) become surplus and designated for new housing: a) such development should include low and moderate-priced housing; b) the site should not be included in the federally-assisted urban renewal program; c) the site could but need not be included under the provisions of State Law (for) a redevelopment project; d) if the City desires, this Agency could carry out the development of this block either under the provisions of the State Law as a redevelopment project or, acting as the City's development agency, under the terms of a cooperation agreement; e) although this Agency would be willing to consider assisting the City under the above two options for this site, the Agency believes the site should be included as part of a unified program for the Northern waterfront in order to insure an appropriate environment; f) the City should be aware that with HUD attempting to impose limitations on the number of units that it will authorize for low and moderate-income housing, the proposal for the subject site would add to the City's need to convince HUD that HUD should meet the requirements of the City's approved Workable Program." The letter was signed by the Redevelopment Agency's executive director, Mr. Robert Rumsey.

Mr. Heilbron commented he interpreted the comments pertaining to HUD to indicate that the Agency would assist IF the site were thus designated.

A letter was written by Allan Jacobs, Director of the City Planning Department, reciting in detail regulations applicable to the area and stating, "Reuse of the Kirkland site for any purpose depends upon the property being declared surplus for Muni needs. Whether or not the Kirkland site is used for housing will depend on finding a means, other than open sale of property, for financing the relocation of the Municipal Railway's facilities. The Human Rights Commission's resolution conforms to and supports the policies of the Master Plan and previous recommendations of the Department of City Planning for use of this site. We hope that an acceptable solution to the financing problem can be found so that this and other surplus public land can be used to help meet a variety of public needs."

The Planning Commission will hold a hearing March 2 regarding the Geary-Presidio Busyard use site. Mr. Heilbron said the HRC should be represented regarding this issue.

- Miss Vera Haile, a Social Work Supervisor for Self-Help for the Elderly, in Chinatown, was introduced. She stated that her agency had been pleased by the HRC's position on the Kirkland Busyard and the follow-up work it was carrying on. Self-Help for the Elderly, since 1966, has worked with approximately 8,000 people in Chinatown. They find one of the primary problems is that of housing, including increased rent, evictions, displacement, and applications for public housing with waiting time of up to six years. Her agency works closely with situations where ten to fifty persons, living in single rooms, share a single bath.
- The agency favors a moratorium on code enforcement until the kind of low income housing can be built that is proposed for the Kirkland Busyard site. There are, she said, 20,000 units in Chinatown, two-thirds of the present housing unit supply there, scheduled by the City for code enforcement. Some 5,000 units (many of them apartments where several people live) are awaiting legal action for failure to comply with code regulations. The City, if it uses condemnation procedures, then will accelerate the displacement of residents. Self-Help for the Elderly, she repeated, favors construction of new housing before code enforcement implementation.
- Commissioner Heilbron commented that the Kirkland Busyard site issue is a symbol of the problem of the density of Chinatown and its critical housing needs, and that even if the Kirkland site were obtained for low-to-moderate-income housing use, the Chinatown situation would still be far from being solved. It is, he said, the symbol for a beginning.
- Preliminary Report on Residential Patterns Shown By the 1970 Census - Edith Witt

Commissioners' packets of material included four maps of San Francisco, showing, for 1960 and 1970, the residential distribution of the Negro Population and the Non-White Population Except Negro. Census figures do not include the Spanish-Origin population. Non-White Except Negro is primarily Asian: Chinese, Filipino, Japanese, of which the Chinese are the largest portion.

Construction of the 1970 maps was done by Larry Friedman, a student intern with the HRC from the Athenian School.

Miss Witt called the maps and their contents merely a "first glance" at the population facts. There is a great need for more Census data and analysis in order to be able to interpret the information, and at the moment there is no funding for such processing of Census data.

Miss Witt noted a number of specific facts from the Census:

- The City's White population decreased from 81.6% of the population in 1960 to 71.4% in 1970 or down 12.5%.
- The Non-White population in the City increased from 18.4% of the total in 1960 to 28.6% in 1970, an increase of 55%.
- Of the Non-White population, Blacks increased 33%, from 10.1% in 1960 to 13.4% in 1970; Other Non-White showed an 83% increase from 8.3% in 1960 to 15.2% in 1970.
- The estimates of the Spanish-Origin population (included in the "White" category of the Census) in the City range between 10 and 14%, she said.

Thus, the overall City population for 1970 reported by the Census was: White (excluding Spanish-Origin persons) about 60%; Minorities about 40%.

In contrast, the five-county Bay Area (excluding San Francisco and Oakland) figures were:

	<u>1970</u>	<u>1960</u>
White (including most of the Spanish-Origin)	91.0%	93.7%
Non-White	9.0%	6.3%
Black	5.4%	4.4%
Other Non-White	3.6%	1.9%

While there has been a slight increase of Non-Whites in what are thought of as the suburban areas of the metropolitan area in the past decade, these figures for 1970 include racial enclaves in these areas and do not represent a significant pattern of dispersion.

The Housing Committee, said Miss Witt, is discussing the implications of the residential patterns of the City and the Bay Area and the public policies and actions needed to deal with them. Much more Census information and analysis are needed, but reports and recommendations will be brought to the HRC as discussion proceeds.

*** Chairman Kingsley asked Miss Witt to send individual Commissioners copies of the basic statistics she discussed on population distribution.

Commissioner Heilbron commented that it is quite clear that if the problem is considered on the basis of Greater San Francisco, of a city-suburban situation, and could be so considered, the possibilities of better, more reasonable solutions would be increased a great deal. He termed "significant" the continuing White population percentage outside the cities of over 90% of the total, calling for a regional overlook.

- Director Becker read a letter, delivered that day, from Ms. Alice Barkley, of the Community Design Center, University of California, Berkeley, to the HRC. The letter told of efforts since January 10 by the Center to assist three Chinatown families in applying to receive benefits under the City's Rent Supplement Program, under the hardship provision. Ms. Barkley requested HRC assistance in this matter, which was referred for action to the Housing and Urban Development Committee.

- Larry Friedman was introduced and

It was

*** m/s/c to commend and thank him, on behalf of the HRC, for his work on this project and his assistance during his internship to the City-Wide Youth Council.

EMPLOYMENT:

Very Rev. C. Julian Bartlett, Chairman

- Fisherman's Wharf Restaurants Progress Report - Frank Anderson

This is a progress report on the Affirmative Action Employment Agreement that developed out of the March 18, 1971 meeting between the representatives of 14 major Fisherman's Wharf restaurants, Bartenders' Union, Local 41, Waiters' and Dairy Lunchmen's Union, Local 30, the Port Commission, legal representatives of the Golden Gate Restaurant Association and representatives of the Human Rights Commission.

1. The unions (Bartenders' Union, Local 41, and Waiters' and Dairy Lunchmen's Union, Local 30) made clear that their position has been and is currently one of non-discrimination in their membership and in their job referrals to employers.
2. The unions assured all parties that they did have minority members, some of whom were not employed in steady jobs in this segment of the culinary industry. The unions also made clear their willingness to accept into membership minority applicants who have the basic minimum qualifications, including referrals from the Human Rights Commission.
3. The employers and the unions clarified the application of the collective bargaining clause covering referrals in order that it would not create any problem in the referral of minority applicants to either the unions or employers.
4. The employers agreed to notify the Human Rights Commission of openings in the selected categories, so that the Human Rights Commission can assist unions in the referral of minority applicants to fill the job openings.
5. The employers agreed to notify the Human Rights Commission of terminations and the reasons for them.
6. The employers agreed to participate in a six-months hence employment pattern survey-report to be conducted by the Human Rights Commission.

This report is evaluation of what has transpired since that meeting of March 18, 1971.

This report covers 13 major Fisherman's Wharf restaurants (One out of the original 14 is in the process of reporting.) and 2 unions during the period March 18 to September 15, 1971.

WAITERS' AND DAIRY LUNCHMEN'S UNION, LOCAL 30

- "1. Referred approximately 30 to various Wharf restaurants.
2. Local 30 has had approximately 30 to 35 requests for work slips from Wharf restaurants.
3. The job classifications were for captains, waiters and bus boys.
4. Caucasians, Spanish, Negroes, Etc. (No specific figures.) for 33 captains and waiters jobs. Orientals, Spanish, Negroes, etc. for 32 bus boy jobs."

Local 30 notes that 90% of restaurants at the Wharf very seldom call the union for waiters, bus boys, etc.

BARTENDERS' UNION LOCAL 41

"Local 41 reports 'as far as specific information' is concerned, none of the employers from Fisherman's Wharf hires through the Bartenders' Union. Therefore, the following list of bartenders dispatched to Fisherman's Wharf all represent members who solicited their own jobs or in some cases the employer called them direct, to report for work. They in turn come into the union office to obtain a work slip in accordance with the union's rule."

"16 Bartenders were employed by union Wharf bars during this reporting period:

12 Caucasian
2 Spanish American
2 Oriental

There were 85 new hires reported during the six-month reporting period. The ethnic breakdown:

Black	15
Spanish Origin	7
Asian	34
American Indian	3

For a total of 59 59

These included waiters, maitre'd's (captains) maids, cashiers, bartenders, cooks, dishwashers, porters, cocktail waitresses, bus boys, kitchen helpers, dishwashers, a supplyman, a clerk, counter men, a gift salesman, and a piano player.

Mr. Anderson said that there has been difficulty in getting complete reports from the restaurants even though reporting and report deadlines were set when the agreement was reached in March of 1971 with the restaurants and their legal representatives.

- Minorities have been hired in jobs and in establishments that did not have them employed during the first HRC survey in the Summer of 1970, e.g. Black waiters, waitresses, a piano player, a manager, Asian bartenders, more Spanish-Origin waiters; an American Indian cook, and other jobs.
- The permanence and current employment status of these employees is unknown, since this survey was as of September 15, 1971.
- The HRC has not received full cooperation from restaurants in obtaining agreed-upon six-month survey data or receiving it on time.

HRC staff has been asked by the Employment Committee to proceed with individual evaluations of each restaurant, pinpointing areas of strengths and weaknesses, and developing a tailor-made affirmative action program for each specific enterprise.

Commissioner Bartlett commended Mr. Anderson for his staff work on this project. He emphasized that the HRC would continue to expect the restaurants concerned to fulfill the Agreement, with complete reports, submitted on time. The officials of the Port Commission, he said, have made it known that they expect the firms holding leases on City property, i.e. the Wharf, to likewise fulfill the terms of the contracts in the area of affirmative action.

- City Wide Youth Council Report on Upcoming Activities -
Booker Neal

Mr. Neal introduced two new staff members Ms. Lucie Lovell and Mr. Benjamin B. Nobida.

Mr. Neal read a letter from State Assemblyman Ken Meade to Mr. Larry Friedman. Mr. Meade thanked Mr. Friedman for a copy of his report, "Yes, No, and It Depends", a survey of apartment ad listings made by Mr. Friedman to determine the extent of discrimination in rentals on the basis of age, that is, for applicants under twenty-one. Mr. Meade said the material might be helpful to him as input for consideration of expansion of the coverage of the Rumford Act.

Mr. Neal introduced Mr. Michael Shaw, new president of the City Wide Youth Council.

Mr. Shaw reviewed the current and new committee structure of the Youth Council: Education, Youth (works with Police-Youth Committee), Ecology, Junior High School (to bring in more junior high participation on the Youth Council), and a Newsletter Committee, in order to inform the community about the ideas and goals of the Council.

- Mr. Larry Friedman described to the HRC his work in November of 1971 on his survey, "Yes, No, and It Depends", a telephone survey of apartment advertisements in San Francisco, to determine reactions when the applicant identified himself as under 21 years of age.

Mr. Friedman said that at present there are no laws protecting persons under 21 years of age against housing discrimination. A landlord may legally refuse to rent to tenants on the basis of their age, and property owners may also refuse to sell to persons on the basis of age.

The purpose of the survey was to investigate the willingness or unwillingness of landlords to rent to persons under 21 years old. It was also intended to call attention to this often-overlooked facet of unfair housing practices.

The survey covered 50 advertisements from the San Francisco Chronicle and Examiner for unfurnished apartments renting from \$50 to \$150. Of the fifty, when asked, "By the way, do you rent to persons under 21?"

54%	responded	Yes
22%	responded	No
10%	responded	It all depends
8%	said they didn't know or were	undecided or had to talk to owner
6%	said "If an adult signs a	rental agreement"

Mr. Friedman's survey suggests a number of possible steps toward ending discrimination in housing because of being under 21 years of age.

- Mr. Shaw then introduced Mr. George Alexis, Chairman of the Youth Council Housing Committee. The Committee is planning a conference on the theme "How to Build a Better Neighborhood", to which legislators will be invited, and with workshops made up of representatives of community agencies, public and private, that have concerns in housing. The conference hopes to have the participation of more than 100 persons.

- Mr. Shaw thanked the HRC for the opportunity to discuss the City-Wide Youth Council's activities and thanked Mr. Larry Friedman for his work with it during his internship.

EMPLOYMENT:

- BART and Tri-County Affirmative Action Agreement - Grant Mickins

Mr. Mickins has reported previously on the progress of the negotiations between the Tri-County BART Committee, of which he has been a co-chairman and BART.

Last October's report to the HRC showed a minority proportion of about 25% of the total BART workforce existed. At that time, employees (professional, clerical, and hourly-paid) were broken down as follows:

Black	73	13.1 %
Asian	17	3.5
Spanish-Origin	28	5.3
American Indian	3	.5
Other	22	3.95

As of December 31, 1971, the total staff of BART increased from 557 to 654, with a minority participation up from 25.67% to 27.52%. The breakdown:

Black	92	14.7 %
Asian	25	3.82
Spanish-Origin	34	5.20
American Indian	3	.4 no change
Other	26	3.98
MINORITY TOTAL	180	27.52 %

Thirty employees hired as train attendants from November 21-29, 1971 were:

White	10
Black	10
Spanish-Origin	5
Asian	4
Other	1
MINORITY TOTAL	20

Sources for these jobs were referrals from Tri-County, walk-in applicants, men discharged from the military, referrals from other transit systems being displaced by the BART operation, etc. Thus, said Mr. Mickins, it was felt by the Committee that BART has been fulfilling its agreements with regard to hiring and recruiting.

Mr. Mickins reviewed progress of the negotiations during the past year. BART was asked to adopt an affirmative action policy, to make a social commitment to the poor and disadvantaged residents of the counties, and to establish training programs to help residents reach employability standards.

Meetings were held monthly, April through December, with a special committee of the BART Board of Directors, established March 16, 1971. Most of the basic job descriptions for job classifications were rewritten and a training classification was set up. A BART concession policy was also established.

There were special meetings with top management of BART to develop an acceptable affirmative action policy. By Resolution No. 1873, on January 13, 1972, BART's Board of Directors publicly reaffirmed its affirmative action policy to insure fair employment practices. A letter from D.G. Hammond, Assistant General Manager - Operations and Engineering, went January 16, 1972 to the Director of BART Operations and all supervisors and foremen, directing them to implement this policy. Commissioners were provided copies of this Resolution and Mr. Hammond's letter, and they were read.

- Mr. Gordon Olsen, Director of Personnel for BART, was introduced. Mr. Olsen was representing the Chairman of the Board of Directors and expressed the Board's appreciation of the opportunity to work with the Tri-County BART Committee. He pointed out that this work moved from confrontation to negotiation to a mutual exploration of problems.

Commissioner Bartlett commended Mr. Mickin's major contribution to the achievement of this affirmative action policy and program. A proposed Statement Commending BART Board of Directors on the Adoption of an Affirmative Action Program, text of which follows here, was read.

"The Human Rights Commission has reviewed the current employment pattern of the Bay Area Rapid Transit staff and, having noted the sound and progressive position adopted by the BART Board of Directors in their Affirmative Action Resolution #1873 of January 13, 1972, hereby commends the BART Board for this affirmative stance.

"The Human Rights Commission takes further note of the fact that Resolution #1873 resulted from many hours of good faith negotiations, discussions, and cooperation with members of the Tri-County BART Committee.

"We are gratified that BART has publicly committed itself to achieving a proportional staff representation of minority and disadvantaged citizens of the three affected counties of San Francisco, Alameda, and Contra Costa by the time full revenue operations begin and insures the continuance of this public policy as evidence of exercising a high degree of public trust and social responsibility."

It was

*** m/s/c to adopt it formally.

*** Commissioner Livermore asked if job descriptions of BART job classes could be provided to the Bureau of Indian Affairs and local community Indian organizations.

YOUTH AND EDUCATION:

Rabbi Alvin I. Fine and Sister Mary Bernadette Giles, Co-Chairmen

- Initial Report on the Tenure Law, Its Implication And Its Mandate Evaluation

The Committee heard at its January 19 meeting, from Robert C. Seymour, Director, Recruitment and Operations, San Francisco Unified School District, re: the recently enacted tenure law, AB 293. The law provides for the evaluation of permanently tenured teachers. The evaluation must be objective in accordance with behavioral

performance criteria. It is now up to the San Francisco Unified School District to develop its concrete objectives and performance measures for evaluation. The law provides for removal of the decision over firing a teacher from the Superior Court to a three-man panel or a single hearing officer. A further report on the implementation of the evaluation process will be forthcoming.

*** Commissioner Bartlett asked if the HRC's Chairman, Director, and Commissioner Giles might consider whether it has a role regarding the current issues involving the Superintendent of Schools. The Committee has not discussed this matter formally.

POLICE LIAISON:
Curtis McClain, Chairman

- In the absence of Commissioner McClain, Commissioner Medearis reported on a recent meeting with the new sheriff, Richard Hongisto. Sheriff Hongisto discussed his recent tour of jail facilities under his jurisdiction, and his priority for correction of inadequacies in sanitation, health and medical care, in-service training for personnel, and his proposed budget request to help fulfill these objectives. Mr. Hongisto agreed to assign a member of his staff to meet regularly with the Police Liaison Committee. On February 14, his office will conduct a tour of three hours of the jail facilities for members of the Committee and Commissioners.

*** Commissioner Heilbron suggested that the HRC study the sheriff's proposed budget to consider those sections of it on which it could offer support.

NATIVE AMERICAN ADVISORY COUNCIL:
Esrl Livermore, Chairman

- The contract with the Department of Health, Education and Welfare for a planning grant of \$75,000 will be signed February 1. This will be to study setting up an Urban Indian Health Center. Two sites are under consideration for this Center.

- An Indian Fair will be held in conjunction with American Indian Day, which falls on the fourth Friday in September. Meetings are being held on the plans for this Fair.

- Commissioner Livermore said that the recently announced changes in the Bureau of Indian Affairs in Washington, especially those plans to set up training and educational centers on reservations for the development of reservations by Indians, would have a significant effect on achieving self-determination.

*** Director Becker suggested that the HRC's Native American Advisory Council study these new federal policy changes and advise the Commission on whether it should commend Washington on this action.

DIRECTOR'S REPORT

- The City-Wide Youth Council has changed its staffing pattern from two full-time workers to five part-time workers, thus enabling college students to earn part of their expenses, and enabling the Council to widen its ethnic representation, which now includes Chinese, Spanish-Origin, American Indian, Black and Filipino.

Application is being made to the U.S. Department of Health, Education and Welfare for funding the Youth Council after its private foundation grant expires in March 1972. There are no other funding source possibilities at present.

- The Mayor's Office has asked the HRC to accept six Emergency Employment Act appointees to work on a special project of recruiting and counseling for civil service positions in the six major ethnic communities represented in San Francisco. Civil Service itself has no staff to do this outreach work at present. The project personnel will work in informing communities about examinations and qualifications, Limited Tenure openings as they come up, and Emergency Employment Act openings. They will be housed at 45 Hyde Street, not at the HRC office. The project will be directed by a Task Force to include Frank Anderson, Francisco Aviles (who will spend about half his time in the work), and a representative each from Civil Service and the Mayor's Office.

NEW MATTERS

- Commissioner Medearis discussed the current community controversy over the proposed closing of two neighborhood police stations in the city. Director Becker stated that the role of the HRC would be to assure that the community had an opportunity to make its feelings known on this proposed policy, and that, since there had been considerable community input through appearances before the Police Commission and with the Mayor's Office and in meetings with the Police Department officers, the HRC would not have a role at this time.

*** Copies of a letter in reply to an HRC inquiry about the reasons for closing these two stations, received from Chief Donald Scott, will be sent to the Commissioners.

CALENDAR MATTERS

The February meetings will be February 10 and 24, the second and fourth Thursdays, in the Main Library's Commission Room.

NO REMARKS FROM THE AUDIENCE.

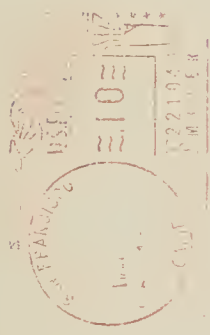
Adjournment.

Respectfully submitted,

William Becker
Via Jack Casford

WB: JC: be

HUMAN RIGHTS COMMISSION
OF SAN FRANCISCO
1095 Market Street, Suite 501
San Francisco, CA 94103



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HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO
Minutes of Meeting of February 10, 1972

* * * * *
* Next Meeting: February 24, 1972 *
* 9:30 A.M. Main Library *
* Civic Center, Commission Room *
* * * * *

ROLL CALL

Commissioners

Present: Leonard Kingsley (Presiding), Very Rev. C. Julian Bartlett,
Rev. George Bedford, John Yehall Chin, Rabbi Alvin I. Fine,
Earl Livermore, Joseph Garcia, Sister Mary Bernadette Giles,
Mrs. Mattie Jackson, Rev. Victor L. Medearis, Louis Simon

Excused: Louis Garcia, Louis Heilbron, Curtis McClain, Earl Raab

Staff

Present: William Becker, Frank Anderson, Richard Arnold, Joan Barr,
David Bracker, Jack Casford, Gordon Chin, Stanley Lim,
Miss Lucie Lovell, Shone Martinez, Manning Peterson,
Mrs. Gail Roberts, Miss Edith Witt.

PLEDGE OF ALLEGIANCE

Minutes of Meeting of January 13, 1972 and January 27, 1972 approved

COMMUNICATIONS

- From U.S. Senator John V. Tunney, a copy of a letter he wrote to Jack Woolley, Congressional Liaison, Department of Housing and Urban Development, transmitting correspondence from the HRC expressing concern with the proposed 50% cutback of public housing funding.
- Chairman Kingsley reported that he, the Director, and other Commissioners had been asked by Commissioner Bartlett at the HRC's January 27 meeting to determine whether the HRC could or should have a role in the current issues concerning the San Francisco Unified School District, in particular pertaining to the status of the Superintendent, Dr. Shaheen, and the appointment of Mr. Reiterman. It is the determination at this time, after informal discussions, that since the issues concern primarily San Francisco Unified School District internal administrative and personnel matters, it is not in the proper realm for the HRC to comment.

Mr. Kingsley added that as regards the recent incident in Chinatown when Dr. Shaheen was forced to leave a community meeting by an organized group of local residents, the HRC abhors any behavior of that sort and finds it in the worst traditions of the City.

COMMITTEE REPORTS

YOUTH AND EDUCATION:

Rabbi Alvin I. Fine and Sister Mary Bernadette Giles, Co-Chairmen

- Program for the CITY (Community Involvement with Teachers and Youth)- Reed Royalty, Project Coordinator, District Commercial Manager, Pacific Telephone and Telegraph Company.

Mr. Royalty was introduced by Commissioner Fine. Program for the CITY was formerly called Project '71, and was described to the Youth and Education Committee at its most recent meeting. The Coordinator described the program as one aimed at involving all sectors of society in working with the schools to make a superior educational system. The Program

has five major components: work experience (direct exposure of students to work environment -- non-paid observation, and general and vocational paid work); career information; tutoring; teacher-counselor internships and workshops (business experience for teachers); and aid to school administrators -- technical help on the business aspects of school district operations.

Mr. Roaylty said that Program for the CITY could help produce more effective education with expectations of: better workers, fairer employment procedures, less employee turnover, fewer school dropouts, and improved academic performance.

To illustrate the components and aims of the Program, Mr. Royalty presented a 20-minute color film. A number of educators on the State level and principals and school district superintendents made statements on the film about the need for closer cooperation between education and business.

Firms represented in the Program planning include: Standard Oil, Del Monte, Bank of America, Crown Zellerbach, Wells Fargo Bank, Southern Pacific, the United California Bank, Bechtel Corporation, Pacific Telephone, and a number of others. Mr. Royalty said he represented the San Francisco ad hoc committee set up to inform local businesses about the program, to obtain individual quantified commitments from each organization and to decide on an organization to sustain the Program in the future. Each San Francisco major employer participating will be asked, said Mr. Royalty, to commit itself to one or more of the five Program components.

Mr. Royalty answered questions from the HRC following his formal presentation. He said that a presentation has not been made by the Program to the San Francisco Board of Education. A scheduled presentation for February 3 had to be cancelled. The ad hoc committee is seeking more contact with labor unions at present, and has been working with individual line staff members at the School District, one of whom, Mr. James T. Hamrock, Supervisor, Guidance and Counseling, attended the Youth and Education Committee meeting February 9, at which Mr. Royalty discussed the Program. The ad hoc committee hopes to appear before the Board of Education in the near future, he said.

Commissioner Fine reported that the Committee had pointed out to Mr. Royalty:

1. The need for full participation by labor and maximum participation by minority groups.
2. The expansion of the Program, once it starts, to include several additional schools with high minority enrollment.
3. Care and wisdom in devising the method of selection.
4. That the firms participating should be ones with equal opportunity and firm affirmative action programs.
5. A continuity of the Program so that it will lead to real jobs.

On the recommendation of the Youth and Education Committee, and with the suggestion that the Employment Committee join it in continuing interest and follow-up by the HRC, and with the additional suggestion from Director Becker that a commendation be made to Pacific Telephone and Telegraph Company for its leadership in the project,

It was

*** m/s/c that the HRC endorse Program for the CITY.

Mr. Becker noted that it is long been a concern of HRC that business become more involved directly with education, and that a measurement of the success of such a program rests in the number of work-study slots that will evolve from it. He said that the HRC's contract compliance work with employers could be of assistance to the program, by suggesting that one kind of affirmative action could be cooperation with Program for the CITY.

Chairman Kingsley suggested that the president of Pacific Telephone, Mr. Jerome W. Hull, who was identified as having called the first San Francisco meeting for forming this Program, be sent word of the HRC's endorsement.

Mr. Royalty, in response to a question from Commissioner Giles, said that the Program has no plans for summertime jobs involvement, but is limited to teacher-counselor internships and workshops.

HOUSING AND URBAN DEVELOPMENT:
Louis Heilbron, Chairman

- Reply from Board of Supervisors Regarding Kirkland Busyard Site-Edith Witt

Miss Witt discussed in detail a staff memorandum she prepared on the background to the present status of the Kirkland Busyard site. The chronological summary and history she presented on the HRC's involvement included its recommendation (by resolution) on the Kirkland and Geary-Presidio Busyard sites, a response from John D. Crowley, General Manager of the Public Utilities Commission, action by the Social Services Committee of the Board of Supervisors, response to the Committee by Mr. Crowley, and the final response, on January 31, 1972, by letter to the HRC from the Board of Supervisors.

The sequential developments dating from the HRC resolution of December 16, 1971:

1. The HRC Resolution recommended to the Board of Supervisors that it designate the Kirkland Busyard site for low and moderate income housing so that when it was declared surplus by the Municipal Railway and the Public Utilities Commission, its use would be for a public purpose in accordance with the master plan's policy on priority use of surplus or underused public land. The rationale of the HRC Resolution was that if this designation were not made long before the site was declared surplus, the plans of developers for commercial use of the site would be so far advanced that it would be extremely difficult to obtain the site for low and moderate income housing, despite the desperate need.

A copy of this Resolution, and of one recommending to the City Planning Commission that the already-declared surplus portion of the Geary-Presidio Car barn and Busyard site and air rights be zoned primarily for moderate income housing, were sent to James D. Crowley, the General Manager of the PUC, to members of the PUC, and to other public officials and community organizations.

2. Mr. Crowley's response to the HRC regarding Kirkland on December 21, 1971, was, in part, considering the appraisal value of the site and the cost of relocating the Muni facilities, he could not visualize the financial feasibility or practicality of building low and moderate income housing on such expensive property.
3. The City Planning Department, the Redevelopment Agency and the Housing Authority all endorsed low and moderate income housing use for the Kirkland site, in response to inquiries from the Board of Supervisors, and made further comments regarding development of the site.

4. The Social Services Committee of the Board of Supervisors (John Molinari, Chairman, other members: Dianne Feinstein and Quentin Kopp) was assigned the HRC Resolution. Mrs. Feinstein wrote the HRC on December 31, 1971, supporting the recommended designation of the Kirkland site. No response has been received from Mr. Kopp.
5. The Board of Supervisors responded to the HRC by letter January 31, 1972. It enclosed the response it had received from Mr. Crowley, who wrote, in part, "The Kirkland Busyard is essential to the successful operation of the Muni Railway...The Public Utilities Commission does not intend to declare this property surplus... I question the rationale of the HRC resolution and recommend that the Social Services Committee do likewise."

The Board's January 31, 1972, letter concluded, "In light of Mr. Crowley's statements...it was the decision of Supervisor Molinari that this matter is not appropriately before the Social Services Committee for a public hearing."

Miss Witt's memorandum also covered in detail the history of the issue of Priority Use of Public Land, with quotations from the HRC's September 9, 1968 recommendations (for an inventory of City and County-owned land, for establishment of a Land Bank, etc.); from a 1964 opinion by the City Attorney; from the City's 1969-1971 Workable Program; from the City Planning Commission's Improvement Plan for Residence as part of the Master Plan of the City of April 8, 1971, etc. The history drawn up by Miss Witt and discussed included such developments as the residential rezoning of the Kirkland Busyard site under the Northern Waterfront Plan in 1970; other residential designations for future use of the Kirkland site under the City's 1971-73 Workable Program; the consultants' preliminary draft in October, 1971, for the City's Planning Department's Chinatown/North Beach 701 Plan; the HRC's June 6, 1971 Statement on Housing, including a section on the 701 Plan; and staff involvement with the Chinatown community on, among other problems, its intolerable housing conditions.

Miss Witt cited the request conveyed to the HRC on December 2, 1971, at its regular meeting, by Commissioner John Yehall Chin, on behalf of the Chinatown/North Beach Advisory Council, that it recommend designation of the Kirkland site for low and moderate income housing.

Copies of the 13-page Staff Memorandum: Background to Present Status of Kirkland Busyard Site are available at the Human Rights Commission office.

Following Miss Witt's presentation, Chairman Kingsley stated that her Memorandum was an outstanding piece of staff work, enabling everyone to use it as a perspective guide, and that it had been done in response to recent questions to the HRC by some members of the Board of Supervisors as to its involvement in the Kirkland Busyard issue.

Miss Witt said that from the Housing and Urban Development Committee's point of view, the question now revolves principally around the City's policy on public land use, which then determines if it is able to construct a city that reflects its diverse population scattered throughout the City, rather than impacted only in certain areas. She reported that the Governor signed a bill passed in the last State Legislative Session that requires all California cities and counties to inventory their public land, and permits them to use such land for low and moderate income housing. Reports are expected in the near future from studies being made by Chinatown groups working on the 701 Plan on the possibility of constructing low and moderate income housing on a site at Sacramento and Stockton Streets.

- Request for Assistance in Housing Problems of Three Families in Chinatown - Edith Witt

On January 27, 1972, a letter was read at the HRC meeting written by Ms. Alice Barkley, of the Community Design Center, University of California, Berkeley. HRC assistance was requested at that time in efforts by the Center to assist three Chinatown families in applying to receive benefits under the City's Rent Supplement Program. The matter was referred to the Housing and Urban Development Committee, from the point of view of determining what City policies or procedures might be used in helping alleviate their living conditions. Miss Witt described each of the three families. One family of husband, wife, and six children lives in two rooms. The husband works as a temporary janitor, with an income of \$477 to \$636 a month, paying a rent of \$85. Kitchen and bath are shared with ten units on the same floor of the building. The family had asked the Community Design Center for help in June 1971. One child had tuberculosis, the others had frequent colds, and the husband also ill, had been told by his doctor he should move. Since asking for help, the family had been harassed by the landlord.

Each of the two other families had an equally dire situation.

The Community Design Center had asked the Central Relocation Service and the Local Rent Assistance Committee if the families could qualify for supplemental rent assistance on hardship grounds. The problem is, said Miss Witt, that this program is designated only for people who have been displaced by public action. Since the three buildings in which the three families live contain numerous other tenants (a total of 111 units), code enforcement proceedings of the buildings might result in the displacement of many people. The families and the Design Center alike have been unable to find alternative living places.

The HRC wrote to the Office of the Mayor and the Central Relocation Service of the Redevelopment Agency asking under what circumstances these three families could qualify for assistance. Miss Witt wrote as well to Francis Curry, M. D., Director of the City's Department of Public Health, regarding the incidence of tuberculosis in Chinatown and its relationship to housing conditions there.

POLICE LIAISON:
Curtis McClain, Chairman

- Pending Visit to San Bruno Jail Facility on Monday, February 14, 1972 - Manning Peterson

Ten Commissioners will join members of the staff for a guided tour of this jail facility by the Sheriff's Office. Men and women will tour the men's and women's facilities separately. The staff is collecting books, magazines, and games to contribute to the inmates.

DIRECTOR'S REMARKS

- Prior to the Director's presentation of proposed guidelines for a Citizens Complaint Office, Jack Casford gave the Complaints Caseload Report for 1971.

The Human Rights Commission Complaints Caseload Report for 1971 shows a continuation of the increases posted successively each year since the HRC was founded in 1964.

Last year, the staff of the HRC handled 871 complaints, compared with the 781 cases reported for 1970, an increase of approximately 10 percent.

As nearly as can be determined (more than half of the complaints are made by telephone), Whites come to the HRC as often as minorities. People with problems consider it their "human right" to go to their government for assistance, regardless of race.

In the second section, the author describes the challenges faced during the implementation phase. One major issue was the lack of resources, which made it difficult to complete the project on time. Despite these obstacles, the team remained motivated and worked hard to overcome the difficulties. The text also highlights the importance of flexibility and adaptability in the face of changing circumstances.

The third part of the document provides a detailed analysis of the results. It shows that the project was completed successfully, with all the key objectives being met. The data indicates that the new system has improved efficiency and reduced costs, which is a significant achievement. The author also discusses the lessons learned from the project and offers suggestions for future improvements. Finally, the document concludes with a summary of the overall findings and a statement of appreciation for the support and assistance provided throughout the process.

Some fifty percent (399) of the recorded 1971 cases from the files of the HRC staff concern charges of discrimination, not only in the usual areas but in scores of other ways -- treatment in public accommodation or by private or public agencies. In the housing section, for example, of the 219 total cases handled, 73 were classified as discrimination cases (race, religion, national origin, children, sex, age, appearance, etc.) but 118 involved tenant-landlord rights such as evictions, repairs and services, rent increases, need for emergency housing, etc. In these instances, in fact, most involved white landlords and white tenants. Proportion of housing complaints received from Anglos and minorities was about the same as the 60/40 proportion in City population.

There is a special urgency to the complaints caseload increase each year, inasmuch as the ordinance creating the HRC does not give it casework enforcement powers, and this volume of work is handled by staff in addition to their responsibility to lessen tensions and eliminate the causes of disadvantage or citizen complaints through affirmative action in employment, job development, advocacy of low and moderate-income housing, etc.

The HRC works closely and cooperatively with many local public and private agencies in processing these complaints. Referrals to agencies which have primary jurisdiction are made whenever possible, since it is action, the feeling, at least, that something is being done, that complainants most want.

The current report does not include the many hundreds of inquiries and requests for information that come into the office by telephone, mail, or personal visit during the year. Students, job-seekers, eccentrics, disturbed persons, newcomers to the City, and the like come to the Human Rights Commission because by its very name it seems to include anything a human being could want or need. And one of these needs is the human need to be heard. Often-times, the only thing the staff can provide is an ear, a sympathetic listening to frightened, or indignant, or angry, or troubled or lonely people.

The 1971 Complaints Caseload breakdown by category:

Education, other agency problems, Parent-student-school disputes, etc.	244
Tenant-landlord, housing discrimination, etc.	219
Job discrimination, complaints against employers, public agencies, Civil Service procedures, etc.	282
Personal problems, neighbor disputes, etc.	<u>126</u> 871

This analysis of the caseload report is one of the tools used by the HRC to understand what are the causes of tension in San Francisco and what are the changes in the sources of human suffering. In the last year, for example, the national recession resulted in some changes from two or three years ago:

More people, not counted in any of the above statistics came in looking for jobs, and could not be helped since the HRC has no employment agency role, and

Many people who were laid off felt it was because of their race, and so filed complaints.

One of the interesting facts about citizens' complaints is that they come into the office at all times of the day. When staff is working late, or an evening committee is taking place in the office, there is, invariably, a "complaint call" -- even up to 10:00 P.M. or 11:00 P.M.

Following Mr. Casford's report, Mr. Becker referred to the previously announced grant from The San Francisco Foundation to the HRC to enable it to set up a one-year citizens' complaint project. On February 2, staff appeared before the Finance Committee of the Board of Supervisors to request, as is required by law, permission to accept this grant. At that time, certain members of the Committee asked that they be provided with a set of guidelines for this project, after approval by the HRC. Mr. Becker then read in full the proposed Guidelines, which are attached to these Minutes.

It was

*** m/s/c that the HRC approved and adopt these Guidelines for Citizens Complaint Office.

NEW MATTERS

- Commissioner Livermore distributed copies of news stories and of a Statement of Louis R. Bruce, the Commissioner of Indian Affairs, made January 12, 1972, on "Redirection of the Bureau of Indian Affairs." The HRC was asked to study this material in preparation for a Resolution to be drawn up and offered for its consideration by the Native American Advisory Committee.
- Shone Martinez of the HRC staff announced the showing of a documentary film, "Voice of La Raza", dealing with the employment problems of the Chicanos and other Latin-origin minorities, which will be shown locally over Channel 9 KQED, on February 13, 1972 (Sunday), at 11:00 P.M.

CALENDAR MATTERS

- The next meeting of the HRC will be February 24.

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully Submitted,

WB:JC:rmp

William Becker
Via Jack Casford

Attachment:
Guidelines for Citizens Complaint Office

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of February 24, 1972

* * * * *
* NEXT MEETING: March 9, 1972 *
* 9:30 A.M. Main Library *
* Civic Center, Commission Room *
* * * * *
* * * * *

DOCUMENTS

MAR 10 1972

SAN FRANCISCO
PUBLIC LIBRARY

ROLL CALL

Commissioners

Present: Leonard Kingsley (presiding), Very Rev. C. Julian Bartlett, Rev. George Bedford, John Yehall Chin, Rabbi Alvin I. Fine, Louis Garcia, Sister Mary Bernadette Giles, Louis Heilbron, Mrs. Mattie Jackson, Earl Livermore, Curtis McClain, Rev. Victor L. Medearis

Excused: Joseph Garcia, Earl Raab, Louis Simon

Staff

Present: William Becker, Frank Anderson, Frank Aviles, Jack Casford, Gordon Chin, Stanley Lim, Shone Martinez, Grant Mickins, Mrs. Gail Roberts, Miss Edith Witt

PLEDGE OF ALLEGIANCE

Minutes of Meeting of February 10, 1972 approved

COMMUNICATIONS

- From Barry S. Ramer, M.D., President, San Francisco Coordinating Council on Drug Abuse, in appreciation for the work of Manning C. Peterson, an Urban Fellow with the HRC, in conducting a two-day seminar on grant proposal writing for Council members.
- From John H. Dills, Vice President and General Manager, The Pacific Telephone and Telegraph Company, Bay Area, acknowledgement to Shone Martinez of the HRC staff for his letter commending the Company for providing some bi-lingual services to Spanish-speaking citizens.
- From Alfred Goldberg, Superintendent, San Francisco City Bureau of Building Inspection, a copy of a summary paper issued by him February 17, 1972 entitled "HUD (U.S. Department of Housing and Urban Development) Abandons Rehabilitation." The paper refers to new guidelines for Section 117 programs from Washington to all HUD Regional Administrators and the impact of the guidelines nationally as well as locally on the Federally Assisted Code Program (FACE). Mr. Goldberg's paper was referred to the HRC's Housing and Urban Development Committee.
- From Arnold W. Baker, Director, Central Relocation Services, San Francisco Redevelopment Agency, a response to Edith Witt's letter expressing concerns of the HRC for three families for whom the Chinatown Office of the Community Design Center has requested local rent assistance. Mr. Baker emphasized that his office's rehousing services can be offered only to persons displaced by public action, and that the same requirement applies for those seeking rent supplements and local special assistance. Mr. Baker continued that he could not prepare a thorough response to Miss Witt's letter without consulting with the Rent Assistance Committee, and that he would be in contact with her again following further discussion on her request with it and the Mayor's Special Assistant for Housing and Relocation.
- To S. E. Onorato, S. E. Onorato, Incorporated, from Herbert M. Spiro, HRC Affirmative Action Officer, confirming acceptance of Mr. Onorato's affirmative action program for the operation of the Candlestick Park Parking Plaza.

COMMITTEES

POLICE LIAISON:
Curtis McClain, Chairman

- Death Penalty Resolution

Following a reading of a proposed Resolution Regarding Capital Punishment, Commissioner McClain introduced Edgar D. Osgood, Chairman of San Franciscans Against Capital Punishment. Mr. Osgood was the first Chairman of the Human Rights Commission. He urged passage of the proposed resolution, and said that it was imperative that there be public opinion and support for the California Supreme Court decision ruling capital punishment unconstitutional in California. Mr. Osgood distributed copies of his organization's stationery listing the Executive Committee, which he characterized as representative of a wide spectrum of community affiliations. He said the issue (capital punishment) was still an active one and was not yet resolved, due to the misconceptions still present in many minds, such as that the death penalty is a deterrent to crime. He emphasized that it has been eliminated in 44 nations and in 15 American states with no subsequent increase there in crime. Mr. Osgood also stressed that it is self-evident that the death penalty falls unequally on the poor and minority members of the population.

Mr. Jerome B. Falk, Jr., San Francisco attorney, and member of the San Franciscans Against Capital Punishment (whose letterhead includes the phrase "and in favor of life imprisonment in lieu thereof"), Executive Committee, was introduced by Mr. Osgood. Mr. Falk assisted Anthony Amsterdam in the legal representation of Robert Page Anderson before the California Supreme Court, which ruling was the abolition of capital punishment. In disclaiming credit for this decision, Mr. Falk said that the "wisdom, humanity and courage" which were embodied in it did not come from the lawyers' briefs or arguments. Mr. Falk said that the death penalty is disproportionately imposed against Blacks, Browns, and the poor. He reviewed the common method of imposing the death penalty, i.e., by capital juries from which are excluded all persons who oppose capital punishment. This, in effect, he said, tends to exclude Blacks, Browns, and the poor, as well as those who are often the most sensitive to circumstances which lead to crime.

Following extended discussion about the proposed Resolution, and with changes in wording and the insertion of one paragraph,

it was

**** m/s/c that the HRC adopt the Resolution Regarding Capital Punishment. The Resolution in full is attached to these Minutes.

After comments from Commissioners Heilbron, McClain, and Bartlett, Director Becker stated that the HRC's decision to address itself to the issue (abolition of the death penalty and the California Supreme Court decision) was under its mandate of concern for the differential treatment by society or by governmental action, of racial minorities.

In response to remarks from Commissioners Medearis and Heilbron relative to the suffering of victims of crimes, as well as the families of accused or convicted criminals, Commissioner Fine noted that there has been some legislative action to provide some measure of support and redress for the victims of crimes and their families and that this was an appropriate concern of the Police Liaison Committee.

- Report from Police-Youth Committee of the City-Wide Youth Council:
Gordon Chin

For two months, meetings have been held by this committee of participants from the different areas of the City to identify and discuss issues that concern youth, the Juvenile Detention Center, and the Police Department. A meeting with Chief of Police Donald M. Scott is scheduled for February 24 at 3:00 p.m. at the Hall of Justice (the day of the HRC meeting). Mr. Chin sits on the HRC Police Liaison Committee.

- Commissioner McClain announced that two former convicts, Ms. Reka Wagner and Mr. William Carter, had been invited to the most recent Committee meeting.

HOUSING AND URBAN DEVELOPMENT:

Louis Heilbron, Chairman

- Home Buyers Project of the San Francisco Development Fund - Robert Reece

Mr. Reece distributed written descriptions of the demonstration project, funded by the Ford Foundation. The Development Fund, a non-profit organization, was organized by the San Francisco Planning and Urban Renewal organization (SPUR) a number of years ago to undertake experimental and demonstration programs in housing and urban development.

The Buyer's Agent Program which Mr. Reece discussed in some detail is conducting interviews to select 500 eligible families to participate in the program of assistance with home purchase during 1972. The Fund, in cooperation with the Federal HUD, is exploring an improved method of helping low and moderate-income families to become successful home owners using the Federal Section 235 subsidized interest mortgage program. To be eligible, families must have at least one child living at home, meet certain income limits, and live within 50 miles of San Francisco. Those meeting the criteria and qualifying by interview with the Fund staff will be able to obtain a certificate, stating that an FHA Section 235 mortgage insurance commitment is reserved for them, in shopping for homes within the price range set by HUD. The maximum mortgages allowed by HUD are \$21,000 for a 2 or 3-bedroom house and \$24,000 for a 4-bedroom house. Mr. Reece noted that single-family homes at this price are virtually non-existent in San Francisco, so San Franciscan applicants must be willing to move out of the City.

While house-hunting, each family will be given individual counseling and will participate in a series of home ownership training workshops. Fund staff will lend other assistance, such as inspecting an older house in which a family may be seriously interested.

The program is under way in the East Bay, in Richmond, through People Pledged for Community Progress, in Oakland, in Pittsburg, and an office will be opened soon in San Jose, in addition to the San Francisco office.

At present, the first buyer under the project in Richmond has entered into a house contract. In the first six weeks of the project's existence it has received 300 applications, and interviews are under way to determine eligibility.

If a family participating meets with discrimination in its home purchase efforts, according to Mr. Reece, it is referred to Operation Sentinel, the Bay Area fair-housing referral service.

Referrals to the project come from local housing authorities and redevelopment agencies and there have been notices in the press.

- *** Mr. Reece will return to the HRC with a progress report.

- Committee Report - Regional Housing - Commissioner Heilbron

The Committee has met with a staff representative of the Association of Bay Area Governments in charge of developing housing guidelines on a regional level. ABAG has an Assembly of 500, and an Executive Committee of 35, with membership from all Bay Area cities and counties, save Sonoma, which has observers.

Mr. Heilbron said that if a housing commitment by ABAG is to have any effect on regional programs in housing, it will have to have the sanction of the Federal HUD and other Federal agencies. Thus, all finance projects may be referred from HUD to ABAG for review with the resultant support of projects in some areas or withdrawal of support from others, a means of controlling the flow of people to low or moderate-income housing, if HUD followed these recommendations.

In the long range, said Mr. Heilbron, the Committee sees housing adjustments on a regional basis that are reasonable, i.e., people being brought closer to their jobs, and low and moderate-income housing being far more dispersed. Now, at the same time that middle and upper-middle class families are meeting their housing needs in the suburbs, there is a growing impact of low and moderate-income people in the cities.

EMPLOYMENT:

Very Rev. C. Julian Bartlett, Chairman

- H2 Fireman Exam/Fire Safety Technicians - Frank Anderson

Judge William T. Sweigert, of the U.S. District Court recently ruled invalid the Civil Service Commission's September 1971 written examination for H2 Fireman applicants. The Judge ordered that the eligibility lists could be established through the oral and athletic tests, unless the Civil Service Commission could prove to the Court that a new written test is so job-related that it resulted in no discrimination against minorities. The September 1971 written test failed to prove such a case, and, therefore, failed to meet guidelines issued by the Federal Equal Employment Opportunity Commission.

The San Francisco Fire Department presently has four Blacks on its approximately 1,800-member force. Blacks constitute approximately 14% of the City's population.

A total of 331 Blacks took the H2 Fireman written test on an entry level, but only 19 (not including the 21 Fire Safety Technicians) passed. Thus 312 now are eligible to participate in the oral and athletic tests which will now, as a result of the Court decision, determine rank in the examination results.

Judge Sweigert has retained jurisdiction over the case in order to be able to modify his order should it be necessary to do so to assure that all manpower needs of the Fire Department are met.

One modification was made February 18 by the Judge to his original memorandum: to separate and allow the Fire Safety Technicians which were in trainee positions -- and who had all passed the written exam -- to be certified to a promotive list for H2 Fireman. The Fire Safety Technicians were originally locked inot the original Court decision.

Currently there are 18 vacancies in the Fire Department which the Fire Safety Technicians, on certification, will have the first opportunity to fill.

Mr. Anderson introduced two Fire Safety Technicians, Ozell Austin and John Hester.

Mr. Anderson reported that the Civil Service Commission currently is hearing several protests from Fire Safety Technicians who failed the athletic examinations. When these hearings are completed they will be able to begin certification.

After further discussion, it was

*** m/s/c that the HRC urge that the Civil Service Commission, the Fire Commission, the Mayor's Office and the Board of Supervisors confer immediately with all concerned apties to expedite certification of the Fire Safety Technicians to permanent positions:

1. It is the concern of the HRC that the Fire Safety Technicians in their status petition be represented by legal counsel through appropriate public or voluntary legal counsel.
2. Continue the funding of all Fire Safety Technician positions with all benefits until permanent certifications are made.
3. Instruct the HRC Employment Committee and staff to continue to assist the Fire Safety Technicians.

- Manpower Planning Council - Grant Mickins

The Employment Committee on February 17 reviewed and recommended that the HRC support a "Resolution Requesting the Mayor to Appoint a Manpower Planning Council; providing for its composition, defining purposes and responsibilities of said Council; and authorizing the Mayor to submit applications for funding for said Council".

This resolution was introduced to the Social Services Committee of the Board of Supervisors at its February meeting.

The Committee strongly endorsed the general idea of the Council in the belief that it is needed and will enhance good government.

The Committee, however, requested the Social Services Committee to review the resolution with a view toward improving Article IV, Section 5 to:

1. Clarify its intent as to exempting internal staff positions in City agencies funded under separate grants,
2. Review the wide scope of responsibilities conferred upon the Council in its present make-up to avoid bottlenecks in processing applications.
3. Devote particular attention to the problem of providing the Council with adequate staffing commensurate with the enormous amount of responsibility it will assume.

The Social Services Committee postponed further discussion of this resolution on forming such a Council to March 16.

Director Becker stated that the proposed Manpower Planning Council is an outgrowth of the growing Federal trend towards asking communities themselves to determine the use of manpower funding made from Washington. This could intensify internal disputes over the allocating of limited amounts of money. In the future, it may be that it will be a requirement that a city have such a Council to make these decisions in order to get Federal funds. He noted that at present various manpower programs come funded to a community through different channels, most through the Department of Labor but some other departments. As a consequence, there is little liaison between them. There is in addition a concern over the cost per head of persons placed through these training programs, and this currently gets no review. One local agency is said to have a cost per trainee for placement of \$9,000; another of \$1,000.

It was

*** m/s/c that the HRC endorsement with the three qualifications as stated above be adopted.

NATIVE AMERICAN ADVISORY COUNCIL:

Earl Livermore, Chairman

- New Directions for Bureau of Indian Affairs (BIA)

Following a reading of the proposed Resolution,

it was

*** m/s/c/ that the HRC adopt it. The full text of this Resolution is attached to these Minutes.

READING PANEL:

Earl Livermore, Chairman

- 'Critique of "History of a Free People"

This is an eleventh grade history test now in general use in San Francisco

public schools. Mr. Livermore read from the evaluation of this textbook, stating, in part, that "each of the six participating racial/ethnic sub-cultures (as represented by members of the Panel -- American Indian, Black, Chinese, Filipino, Japanese, and Latino) felt that History of a Free People contained material which was derogatory of their particular group." Panel members cited specific page references and quoted text sections as illustrative. The guidelines point up two major categories of deficiency which have been frequently found in textbook material:

1. A failure to indicate the extent of historical disadvantage suffered by ethnic and racial minorities in America.
2. Explicit and implicit reference to the inferiority of certain racial and ethnic groups.

The full text of the Evaluation provided the Commissioners was 10 pages long.

Commissioner Livermore said that the difficulty remained of getting these critiques to teachers and into actual reference use. The Panel is meeting with teachers and administrators at Balboa High School regarding use of the critiques in a pilot program.

*** A report of that meeting will be made at a later date by Commissioner Raab, who was unable to attend the HRC on this date.

YOUTH AND EDUCATION:

Rabbi Alvin I. Fine and Sister Mary Bernadette Giles, Co-Chairmen

- Committee Report

Stanley Abe continues his study of juvenile detention facilities. He has requested that a subcommittee be named to assist him, and report on progress will be made at another HRC meeting.

Problems of staffing for the English as a Second Language and bilingual programs in the San Francisco Unified School District were discussed.

A review is being undertaken of the 14 plans submitted to the San Francisco Board of Education for desegregation of the City's junior high schools and an evaluative report will be made later.

Staff is undertaking a review of pending legislation relating to matters of concern to the Committee and HRC positions will be recommended as appropriate.

The Committee hopes to have updated figures on the numbers of students enrolled in bilingual and similar programs by the next HRC meeting. The SFUSD director of these programs was at the last meeting of the Committee.

CONTRACT COMPLIANCE:

Louis Garcia, Chairman

- Extension of Equal Employment Opportunity Commission Funding Following a reading by Commissioner Louis Garcia,

it was

*** m/s/c that the HRC approve the receipt of \$17,600 from the Federal Equal Employment Opportunity Commission as an extension of past EEOC grants to fund work in the area of contract compliance emphasizing suppliers of goods and services.

CALENDAR MATTERS

The March meetings of the HRC will be March 9 and March 23.

DIRECTOR'S REMARKS

- Director Becker introduced six Community Liaison Workers hired by the Mayor's Office under the Emergency Employment Act and assigned to HRC who will be Civil Service minority recruiters. They will be responsible for recruiting positions under the Emergency Employment Act, limited tenure and regular Civil Service positions from their respective communities. They will be working at 45 Hyde Street, and will be under the supervision of Frank Anderson. Marie Davis of Civil Service will be a key person working with these recruiters. Introduced were: Jose C. Fabiani, Christopher Lamadora, Dan Amerson, Alvin Ja, Alphonso Howard, Gregory Marutani; and Rodolfo Ibay and Milagros Penaredondo. The latter two are on loan to this project for five months from the Fil-Am Language Center at 336 Fourth Street.

- It is hoped that out of this project there will be developed in these communities a greater knowledge of Civil Service opportunities, an ability among community organizations to inform people of Civil Service positions, and hopefully a Skills Bank.

- Citizens' Complaint Project

The HRC's request to the Finance Committee of the Board of Supervisors for approval of acceptance of a San Francisco Foundation funding grant for a one-year Citizens' Complain pilot project has met with great resistance from that Committee. There have been two hearings on the HRC request. One of the concerns expressed has been that the Mayor's Office has the responsibility under the Charter to handle complaints and has staff to do it. The answer, said Mr. Becker, is that people continue to come to the HRC with their problems. (The Complaints Caseload Report for 1971 of the HRC showed 871 recorded complaints handled by staff during that year, a ten percent increase over 1970.) Some Supervisors have also expressed a concern that the HRC, under its mandate, should not perhaps be involved with the non-minority community. Mr. Becker said that he felt the HRC should not be put in the position of turning anyone away with a problem because he or she is white, or because the problem is not specifically within the Ordinance of the HRC.

The HRC had hoped through this pilot program to report at its conclusion its recommendations on how the City could better respond to citizen complaints.

The present status of the project is that the HRC request is held on file in the Finance Committee, which has asked that an amendment be drafted to the Ordinance which would empower HRC to become involved in this broader field of complaints.

- It was announced that Francisco J. Aviles, who has been with the HRC staff on loan from the State Department of Human Resources Development, is leaving to take another HRD position.

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully submitted

WB:JC:rmp

William Becker
via Jack Casford

Attachments:

Resolution Regarding Capital Punishment

Resolution in Support of Redirection
of the Bureau of Indian Affairs (BIA)



CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 MARKET STREET
SUITE 501
SAN FRANCISCO, CALIFORNIA 94103
TELEPHONE 558-4901

RESOLUTION REGARDING CAPITAL PUNISHMENT

Capital punishment, as it has been used in California and the United States, represents the utmost example of selective severity in criminal punishments. It was a cruel and unusual punishment which strikes primarily the poor, and minority people disproportionately poor.

The Human Rights Commission is deeply concerned that Blacks, other minority people, and poor people comprise the overwhelming majority of those who have been executed or who are now on Death Row.

While Blacks comprise only about 12% of the national population, approximately 66% of those executed or awaiting execution are Black. Similarly disproportionate figures indicate that the same is true for Spanish-origin Americans.

Most observers agree also that with exceedingly rare exceptions, the people on Death Row now are financially destitute (which again means overwhelmingly minority) and were so at the time of their trial. Their economic, social and educational disadvantage is what differentiates them from the accused who do not end up on Death Row.

Moreover, contemporary convictions respecting the moral issue, namely, that our society must now perpetuate a method of punishment which places retribution -- and even vengeance -- at a higher priority than the sanctity of human life or the obligation, whenever possible, to work at whatever cost to rehabilitate convicted criminals.

For these reasons, the Human Rights Commission believes that the California Supreme Court's ruling to abolish the death penalty rests on sound moral grounds and social and racial justice, and calls on all San Franciscans to support the public policy which now prevails.

Resolution 1-72
Adopted by HRC 2/24/72

afs



CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 MARKET STREET
SUITE 501
SAN FRANCISCO, CALIFORNIA 94103
TELEPHONE 558-4901

RESOLUTION IN SUPPORT OF REDIRECTION OF THE BUREAU OF INDIAN AFFAIRS (BIA)

WHEREAS, a report by a special United States Senate Subcommittee on Indian Education headed by Senator Edward Kennedy calls the situation of the Indian a national tragedy of shocking proportions and states that California, "has one of the largest Indian populations of the nation, but the Indian is a lost and neglected citizen. His social, economic and educational needs have long gone unmet and he stands the lowest of any ethnic group in terms of employment, income, health, sanitation, housing and education -- in all, they are an invisible and forgotten poor, whose needs, desires and rights have been neglected or denied by Federal, State and local governments.";

WHEREAS, the Administration of BIA has failed and not been successful in developing natural and human resources at the reservation level;

WHEREAS, in the past the BIA has dealt only with "Reservation Indians" and offered no official aid to Indian people who have completed their "relocation period";

WHEREAS, the BIA Employment Assistance Program in metropolitan areas has trained and relocated Native Americans in menial and manual labor vocations which have been of no significant value because they are outmoded and not tailored to existing rural or urban industry needs;

WHEREAS, the BIA has not given full attention and assistance in adjusting Federal programs to insure the protection of Indian land and water resources;

WHEREAS, the BIA was not training and placing Indian people in Indian economics and more Indian young people are returning to the reservation and electing to stay in their own communities;

WHEREAS, the BIA has not fulfilled the need for specially trained and sympathetic teachers, for special texts and materials emphasizing Indian identity, and for more involvement of Indian parents in the educational process;

NOW, THEREFORE, BE IT RESOLVED that the Human Rights Commission of San Francisco, in consequence of the local feeling of the American Indian Community, responds in supporting the "REDIRECTION OF THE BUREAU OF INDIAN AFFAIRS".

(continued)

THE UNIVERSITY OF CHICAGO

CHICAGO, ILLINOIS
JANUARY 1900

TO THE PRESIDENT OF THE UNIVERSITY OF CHICAGO

FROM THE FACULTY OF THE UNIVERSITY OF CHICAGO

RESOLUTION

ON THE PROPOSITION

TO ACCEPT THE OFFER

OF THE UNIVERSITY OF CHICAGO

Resolution in Support of Redirection
of the Bureau of Indian Affairs (BIA)

page two

The new five-point program covers:

1. Accelerated reservation development programs.
2. Redirection of the \$42 million employment assistance program to train Indians on reservations for jobs in their own communities.
3. Protection of Indian water and land resources.
4. Reservation road construction to spur optimum economic, social and educational development.
5. More Indian Community control of educational programs and the phasing out of Indian boarding schools.

The Human Rights Commission endorses this significant redirection of the Bureau of Indian Affairs efforts, in changing from the management-oriented, paternalistic and authoritarian agency it has been, to a service-oriented technical assistance operation as a true partner of the Native American Community.

Resolution 2-72
Adopted by HRC 2/24/72

afs

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of March 9, 1972

* * * * *
* NEXT MEETING: March 23, 1972 *
* Thursday *
* Main Library, Civic Center *
* Commission Room, Third Floor *
* 9:30 A.M. *
* * * * *

DOCUMENTS
MAR 22 1972
SAN FRANCISCO
PUBLIC LIBRARY

ROLL CALL

Commissioners

Present: Leonard Kingsley (presiding), Very Rev. C. Julian Bartlett, Rev. George Bedford, John Yehall Chin, Rabbi Alvin I. Fine, Louis Garcia, Sister Mary Bernadette Giles, Louis Heilbron, Curtis Mc Clain, Rev. Victor L. Medearis, Earl Raab, Louis Simon

Excused: Joseph Garcia, Mrs. Mattie Jackson, Earl Livermore

Staff

Present: William Becker, Director, Frank Anderson, Jack Casford, Philip Chin, Stanley Lim, Shone Martinez, Grant Mickins, Manning Peterson, Mrs. Gail Roberts, Marvin Robinson

PLEDGE OF ALLEGIANCE

Minutes of February 24, 1972 approved, with revised "Resolution Regarding Capital Punishment" attached hereto.

COMMUNICATIONS

- To Deputy Chief William Keayes, San Francisco Police Department, from Manning Peterson of the HRC staff, questions regarding the closing of Potrero and Golden Gate (Southeast and Park) Police stations, and thanking him for the Department's cooperation in providing previous information on this issue.
- From Jeremiah P. Taylor, Supervising Captain, San Francisco Police Department, a response to the above inquiries, with detailed reasons for why the Park and Southeast Stations were chosen for closing.
- From Joan Marie Anderson, Chairman, Governmental Affairs Committee, San Francisco Junior Chamber of Commerce, appreciation for an address made to the luncheon meeting of the Jaycees' Governmental Affairs Committee February 22 by Chairman Kingsley.
- From Charles Rumph, President, San Francisco Institute for Criminal Justice, acknowledging Director Becker's nomination on January 31 of Commissioner Sister Mary Bernadette Giles for the Board of Directors of the San Francisco Institute for Criminal Justice. Commissioner Giles' name has been passed on to the president of the Bar Association, said Mr. Rumph.
- From State Senator Milton Marks, asking support again this year for legislation (Senate Bill 241) which would aid the Educational Opportunity Program (EOP) by restoring funds vetoed last year (SB 698) by the Governor.
- From J.L. Bardoff, Principal Engineer, San Francisco Water Department, informing that, in response to notice from the Human Rights Commission by letter February 16, 1972, no contract will be awarded by the Department to the Northwestern

Steel Company of Santa Clara during the two-year period ending January 31, 1974, nor will this company be permitted to participate as a subcontractor or supplier in any Water Department contract during this period.

- From Stuart Campbell, Hilton Inn Sauna, regarding a proposed new City Ordinance setting certain training requirements for obtaining permits to operate as masseurs or masseuses in San Francisco. Mr. Campbell enclosed a letter he wrote as president of the San Francisco Massage Association to the Board of Supervisors' Committee on Fire, Police and Safety on this issue. Mr. Campbell's concerns were referred to the HRC's Employment Committee.

COMMITTEES

YOUTH AND EDUCATION:

Rabbi Alvin I. Fine and Sister Mary Bernadette Giles, Co-Chairmen

- San Francisco Unified School District's Bilingual Education/English as a Second Language Status Report.

Commissioners were asked to study two resource documents prepared by staff before the verbal presentations were made. The documents included a table showing the budget allocations of the School District since 1966 to this program. Commissioner Fine commented that although the budget has grown from \$190,000 in 1966 to \$1,876,326 as the 1971-72 budget total, the need is still not yet being adequately or effectively met. The School District provides \$1,267,247 of the 1971-72 funding, with \$609,059 coming from federal sources --- the Emergency School Assistance Program as well as Title VII of the Elementary-Secondary Education Act.

Commissioner Fine introduced Raymond L. Del Portillo, Director, Bilingual Education, San Francisco Unified School District (SFUSD). Mr. Del Portillo stated that in addition to the statistics in the HRC staff reports, such factors as the hopes and aspirations of non-English-speaking families for their children and the desire to retain native languages and cultural heritages should also be considered. He expressed the appreciation of himself and SFUSD staff for the HRC's continuing support of their efforts in this field. Only a small part of those San Francisco children who do need bilingual educational help is being served at present. The District is implementing a two-part project currently, including a survey questionnaire to help obtain a gross approximation of the numbers of children from non-English-speaking homes who do need help in English. The second part of the project will be to conduct individual screening as an on-going process, with students referred when they are enrolled or by administrators and teachers. Based on these tests, placement is made in one of the on-going Bilingual Education programs or an English As A Second Language (ESL) class. There are, at present, five sites for screening. There are three education centers: the Chinese Education Center, at 935 Washington Street; a Mission Center, at 23rd and Fair Oaks, which opened February 28, 1972; and a Filipino Education Center, scheduled to open April 1, 1972, at Fourth and Harrison. The total enrolled in the Bilingual/ESL Programs is 1,238.

Despite the fact, he said, that the budget allocations have increased in recent years, that screening has become more refined, that greater needs have been identified, the District will have to look to other sources for funding.

Mr. Del Portillio said that the transportation factor in court-ordered desegregation of the elementary schools had not affected the Bilingual Education Program. Under ESEA Title VII, for

example, the Spanish Program required that no more than 50% of the students be Spanish-speaking. The Chinese and Filipino Programs are "pullout" classes, which refers to taking the pupil out of his regular class for special instruction. Title VII also required evaluation guidelines, and these evaluations thus far have been very good, he said.

In ensuing discussion, Mr. Del Portillo spoke of the problems of this program work, including the difficulty of foreign-educated teachers getting credentials to teach in California, difficulty of recruiting for staff, and the need for interns or paraprofessionals.

It was pointed out that in all three of the proposed budgets by the Superintendent of Schools for the next school year, the Bilingual Education Program would have no increase in allocation over the last year.

Mr. Ben Tom, Chairman of the Chinese Bilingual Core Committee, and Service Committee on Public Education (SCOPE), spoke of the great hardships of children who are recent immigrants from Hong Kong and who are enrolled in the public schools. He said some on-site administrators have not been cooperative with efforts to provide the special language assistance the children need. Mr. Tom recommended strongly that there be mandatory in-service training for teachers, and asked that the School District place a high priority on the Bilingual/ESL Program. Mr. Tom also asked that paraprofessionals be provided and that there be more general recruiting for bilingual teachers.

Mr. Tom said that at the present time there is no one in the School District Personnel Department who is bilingual in Chinese who could interview or recruit teachers for these programs.

Director Becker asked that the Youth and Education Committee learn what the School District's program is on the State level through legislation to alleviate the shortage of bilingual teachers.

Mr. Isidro Gloria, Assistant to the Director, Fil-Am Language Center, next addressed the HRC. He introduced the Director, Mr. Robert Llorente. Mr. Gloria said that the Filipinos, currently are the largest percentage of new immigrants coming into San Francisco, 37%, for example, of the 1970 tally. Filipino students in San Francisco schools number 4,727 or 5.9% of the total. Nearly all of them speak Tagalog in their homes. Fifty percent live in the South of Market area, with the majority of the rest in the Mission or Central City Districts. Problems for Filipino students stem from the outset of their enrollment in City schools, since in the Philippines they start school at age 7 (rather than 6), so they are placed in the U.S. a grade level above their starting point had they begun in schools in the Philippines. In addition, because of their restrictive upbringing, they tend to be more reserved and shy and some are even categorized as "non-verbal".

The national language of the Philippines is Pilipino, an enriched version of Tagalog. Pilipino is the most widely used language in all communication and entertainment media in the Philippines and in San Francisco, and, thus, is the language that should be taught in the City's Bilingual Education Program, said Mr. Gloria.

Mr. Shone Martinez, of the HRC staff, spoke on behalf of Spanish-speaking interests, in the absence of Mrs. Ena Spackman, who was unable to be present. He urged that the School District hire more Spanish-speaking teachers, and echoed the preceding presentations in pointing out the immediate and long-

range effects on children of experiences during their school years that humiliate or embarrass or frustrate them.

After further discussion,

It was

****m/s/c that the Human Rights Commission urge the San Francisco Unified School District in its present consideration of budgets to make the Bilingual Education Program a major priority, and that there be mandatory in-service teacher training, aggressive recruitment of bilingual and bicultural teachers and paraprofessionals, and more aggressive pursuit of provisional credentials

At the suggestion of Commissioner Heilbron, the Youth and Education Committee was asked to consider recommending an upward adjustment in the School District budget, with emphasis on more federal and state assistance as a source.

- Pending Legislation-- Recommendations to Endorse: Senate Bill 93, Assembly Bill 141, Assembly Bill 16 and Senate Bill 241 - Commissioner Giles

Commissioner Giles reviewed using a written resource document prepared by staff and provided each Commissioner, the main provisions of each of these bills, with recommendations by the Committee.

Senate Bill 93 (Stierns) -

It was

****m/s/c that the Human Rights Commission endorse SB 93, which establishes bilingual bicultural educational programs, as defined, and provides for an appropriation of an unspecified amount. The endorsement was given with the recommendation that funding for the programs be adequate.

Senate Bill 241 (Marks) -

Commissioner Giles introduced Mr. David West, Director of the

Addendum For Insertion Re: Senate Bill 241 (Marks)

It was

****m/s/c that the Human Rights Commission endorse Senate Bill 241, which would appropriate \$3.3 million to fund the Educational Opportunity Program at the state college level, providing grants for needy students. The hope was expressed also that a similar endorsement would be forthcoming from the Board of Supervisors.

This is essentially the same bill vetoed by the Governor in 1971. The Human Rights Commission endorsed the EOP financing bill, introduced by Senator Milton Marks last year.

who has committed narcotics, drug or poison offenses, to the situation where commission (of any of these acts) occurred on

range effects on children of experiences during their school years that humiliate or embarrass or frustrate them.

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Senate Bill 241 (Marks) -

Commissioner Giles introduced Mr. David West, Director of the Educational Opportunity Program of San Francisco State College, who spoke in support of endorsement of SB 241. He discussed the successes of the EOP since it was instituted in bringing into colleges students who would otherwise have been unable to have higher education. He pointed out that a cutback of state funding at the same time cuts out the federal matching funds, thus reducing the EOP operation to zero.

Assembly Bill 16 (Wakefield) -

This bill would delete from the State Education Code any provision removing racial imbalance in the schools. The HRC in 1971 opposed legislation which would perpetuate racial segregation in the public schools.

It was

****m/s/c that the Human Rights Commission oppose Assembly Bill 16.

Assembly Bill 141 (Johnson) -

This bill would limit the authority of a governing board of a school district or, with its previous authorization of its superintendent or a principal, to suspend or expel any pupil who has committed narcotics, drug or poison offenses, to the situation where commission (of any of these acts) occurred on

school premises. This limitation is recommended in the Student Rights and Responsibilities Manual written by the City-Wide Youth Council and endorsed in principle by the HRC in 1970.

It was

****m/s/c that the Human Rights Commission endorse Assembly Bill 141.

HOUSING AND URBAN DEVELOPMENT:
Louis Heilbron, Chairman

- Resolution on Sacramento/Stockton Site.

With comment by Commissioner Heilbron, and on motion of Commissioner Chin, it was

****m/s/c that the Human Rights Commission adopt a Resolution recommending declaration of the Sacramento/Stockton (streets intersection) site as a redevelopment survey area for low and moderate income housing. A full copy of this Resolution is attached to these Minutes.

Commissioner Chin stated that it is the responsibility of the HRC to insure the human rights of all people, especially those who have been forced to live for a long, long time in intolerable conditions in Chinatown. He asked that the HRC exercise the full powers of its office to urge the Board of Supervisors to take positive action on the Sacramento/Stockton project.

Commissioner Medearis expressed his concerns that housing projects not lend themselves to the perpetuation of ghettos. It was pointed out that the HRC has in the past expressed its concern as well that there not be the impacting of ethnic minorities in specific areas of a City, but that low and moderate-income housing be scattered.

READING PANEL:
Earl Raab, Chairman

- Reading Panel Dialogue with Balboa High School Faculty -

Members of the multi-ethnic Reading Panel met recently with social science teachers at Balboa High School, to discuss the Panel's critique of an eleventh grade history textbook, History of a Free People, and how it could be used by teachers in their classes. Commissioner Raab reported that the critique had been praised as a valuable document as a teaching aid in registering the sensitivities of various ethnic minorities in the City to what the text presents. The teachers indicated they were receptive to these critiques. Commissioner Raab said the meeting between Panel and teachers was a fruitful in-service training session. The Panel meets next with some teachers at Francisco Junior High.

EMPLOYMENT:
The Very Rev. C. J. Bartlett, Chairman

- Fire Safety Technicians - Status Report

Commissioner Bartlett introduced Mrs. Nancy Swadish, Community Relations Officer of the San Francisco Skills Center. Mrs. Swadish reported that seventeen Fire Safety Technicians were sworn in March 8 as probationary H-2 Firemen. A lawsuit was filed March 8 in Superior Court seeking an action to prevent salary payment to the Technicians on the basis that they were given preferential treatment in hiring. Mr. Robert

Westberg, a member of the firm of Pillsbury Madison & Sutro, is acting as legal representative for the Fire Safety Technicians.

DIRECTOR'S REMARKS

- Director Becker commented that the current problem of the Fire Safety Technicians is, in part, a reflection of an attempt to solve complex employment problems by resorting to the courts at every point. He said that he hoped that the community could get the emphasis shifted to the process of negotiation.

Calendar Matters

The next meeting of the Human Rights Commission will be March 23.

Remarks From The Audience

- Mr. Harry Norman, a member of the Hunters Point-Bayview Model Cities Commission, spoke regarding the problem of street cleaning in the Hunters-Point-Bayview District. He brought photographs to illustrate the conditions of trash accumulation to underline his request that the Human Rights Commission assist the community in asking that the Bureau of Street Cleaning provide better street cleaning services there. He suggested that either more City crews are needed for this work in this area or that funds be provided to hire residents to do the cleaning. Mr. Norman said he had spoken earlier to Thomas J. Mellon, the City's Chief Administrative Officer, about this problem recently, but had as yet seen no action taken.

Commissioner Medearis was asked by Chairman Kingsley to meet with Mr. Norman and appropriate City officials to assist the community with this issue.

Adjournment.

Respectfully submitted,

William Becker
Via Jack Casford

WB:JC:be

Attachments:

1. Resolution Recommending Declaration of Sacramento and Stockton Site as Redevelopment Survey Area for Low and Moderate Income Housing (3-72)
2. Revised Resolution Regarding Capital Punishment (1-72 Revised)



CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 MARKET STREET
SUITE 501
SAN FRANCISCO, CALIFORNIA 94103
TELEPHONE 558-4901

RESOLUTION RECOMMENDING DECLARATION OF SACRAMENTO
AND STOCKTON SITE AS REDEVELOPMENT SURVEY AREA FOR
LOW AND MODERATE INCOME HOUSING

WHEREAS, the Department of City Planning initiated in September, 1970, the Chinatown 701 Planning Project to develop a plan of immediate and long range actions to improve housing and recreation conditions in the Chinatown/North Beach Area; and

WHEREAS, the Findings of the study indicate that the Bay Area's worst housing conditions and highest densities are found in the Chinatown/North Beach Area; and

WHEREAS, the professional consultants have proposed low and moderate income housing targets for the Chinatown/North Beach area of at least 1960 units of assisted rehabilitation and 2255 units of new construction; and

WHEREAS, the City Planning Commission on August 19, 1971 adopted Resolution No. 6744 recommending Chinatown as one of the highest priority areas for local and federal assistance; and

WHEREAS, the Sacramento and Stockton site has been identified by the 701 Chinatown Citizens Advisory Committee, the Department of City Planning, and the Redevelopment Agency as a suitable site for a Neighborhood Development Program (NDP) redevelopment project; and

WHEREAS, the consultants and the members of the 701 Chinatown Citizens Advisory Committee as well as the Department of City Planning have set the use of the Sacramento and Stockton Site for low and moderate income housing as a keystone priority of the 701 housing plan; and

WHEREAS, the 701 Chinatown Citizens Advisory Committee on February 10, 1972 formally requested the Board of Supervisors to declare the Sacramento and Stockton site for a redevelopment survey area; and

WHEREAS, the 701 Chinatown Coalition for Better Housing (formed by the Citizens Advisory Committee) on February 17, 1972 adopted a resolution calling on the Board of Supervisors to declare the Sacramento and Stockton site as a redevelopment survey area; and

WHEREAS, the City Planning Commission on February 24, 1972 adopted Resolution No. 6812 requesting the Board of Supervisors to declare the Sacramento and Stockton site a redevelopment survey area; and

WHEREAS, the Redevelopment Agency has submitted a draft resolution, dated February 25, 1972, to the Board of Supervisors designating the Sacramento and Stockton site as a redevelopment survey area; and

WHEREAS, the Human Rights Commission, in its Statement on Housing June 1971 (Resolution 18-71) resolved that "This Commission has a deep sense of urgency in connection with the (701) plan. The public and their officials should be alerted to expect it, to consider it and to act upon it"; and

WHEREAS, declaration now by the Board of Supervisors of the Sacramento and Stockton site as a redevelopment survey area is essential in order to meet the June deadline for Neighborhood Development Program applications to the Federal Government:

THEREFORE BE IT RESOLVED, that the Human Rights Commission strongly recommends to the Board of Supervisors to declare the Sacramento and Stockton site a Neighborhood Development Program survey area for development of low and moderate income housing.

Resolution #3-72
Adopted by HRC 3/9/72



CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 MARKET STREET
SUITE 501
SAN FRANCISCO, CALIFORNIA 94103
TELEPHONE 558-4901

RESOLUTION REGARDING CAPITAL PUNISHMENT

Capital punishment, as it has been used in California and the United States, represents the utmost example of selective severity in criminal punishments. It is a cruel and unusual punishment which strikes primarily the poor, and minority people disproportionately poor.

The Human Rights Commission is deeply concerned that Blacks, other minority people, and poor people comprise the overwhelming majority of those who have been executed or who are now on Death Row.

While Blacks comprise only about 12% of the national population, approximately 66% of those executed or awaiting execution are Black. Similarly disproportionate figures indicate that the same is true for Spanish-origin Americans.

Most observers agree also that with exceedingly rare exceptions, the people on Death Row now are financially destitute (which again means overwhelmingly minority) and were so at the time of their trial. Their economic, social and educational disadvantage is what differentiates them from the accused who do not end up on Death Row.

Our society must not perpetuate a method of punishment which places retribution -- and even vengeance -- at a higher priority than the sanctity of human life or the obligation, whenever possible, to work at whatever cost to rehabilitate convicted criminals.

For these reasons, the Human Rights Commission believes that the California Supreme Court's ruling to abolish the death penalty rests on sound moral grounds and social and racial justice, and calls on all San Franciscans to support the public policy which now prevails.

Resolution 1-72
Adopted by HRC 2/24/72
(revised 3/16/72)

afs

Approved by HON. JAMES
C. HARRIS

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of March 23, 1972

* NEXT MEETING: April 13, 1972 *
* Main Library, Civic Center *
* Commission Room, Third Floor *
* 9:30 A.M. *

DOCUMENTS

APR 10 1972

SAN FRANCISCO
PUBLIC LIBRARY

ROLL CALL

Commissioners

Present: Leonard Kingsley (presiding), Very Rev. C. Julian Bartlett, Rev. George Bedford, John Y. Chin, Rabbi Alvin Fine, Joseph Garcia, Sister Mary Bernadette Giles, Louis Heilbron, Earl Livermore, Curtis McClain, Rev. Victor L. Medearis, Earl Rabb

Excused: Louis Garcia, Louis Simon

Staff

Present: William Becker, Stanley Abe, Frank Anderson, Berta Barajas, Joan Barr, Jack Casford, Laura Foster, Stanley Lim, Grant Mickins, Manning Peterson, Mrs. Gail Roberts, Herb Spiro, Ed Vurek

PLEDGE OF ALLEGIANCE

- Minutes of March 9, 1972 approved with Addendum for insertion re: Senate Bill 241, Page 4, (endorsement of Senate Bill 241), and with attached "Resolution Regarding Capital Punishment", with minor corrections.

COMMUNICATIONS

- From The Concerned Counselors San Francisco Juvenile Hall, a telegram thanking the HRC for its efforts on their behalf.
- From Alan S. Wong, President, San Francisco Council of Churches, notice that the Board of Directors voted unanimously March 9, 1972 to support the Resolution Regarding Capital Punishment adopted by the HRC February 24, 1972.
- From U. S. Congressman Phillip Burton, expressing support for the "Redirection" of Bureau of Indian Affairs policies and acknowledgment of receipt of the HRC resolution on that subject.
- From California Assemblyman John L. Burton, announcing his support of A.B. 141, S.B. 93, and S.B. 241, all endorsed by the HRC March 9, 1972.
- From Ralph A. Prater, Executive Director, African-American Historical and Cultural Society of San Francisco, Inc., thanks for Manning Peterson's assistance in preparation of the Society's refunding proposal to The San Francisco Foundation.
- From C. S. Woodruff, Assistant Vice President, The Pacific Telephone and Telegraph Company, on behalf of J. W. Hull, President, thanks to the HRC for its endorsement of Program for the CITY, presented before the HRC February 10 by Reed Royalty.
- From Edward M. Ragan, Store Manager, Sears, Roebuck and Co., a copy of a letter sent also to Mayor Alioto and Larry Del Carlo, Mission Coalition, detailing the number of jobs for youth (10) the firm is offering during summer vacation to the Council.
- From Percy Pinkney, Executive Director, Community Streetwork Center of the San Francisco Bay Area, thanks to Director Becker for his support and assistance in bringing about the refunding of the project by the California Council on Criminal Justice. A similar letter of thanks from Victor Eisner, M.D., President of the Board of Directors of the Center, was also received.

- From Louis F. Batmale, President/Superintendent, San Francisco Community College District, regarding HRC endorsements of A.B. 141, S.B. 93 and S.B. 241, announcing he would seek support by his Board for the latter, and that he will study the other two as they may relate to the District operation and best interests of its students.
- From Governor Ronald Reagan, to Michael Shaw, president of the City-Wide Youth Council, expressing his pleasure at a recent meeting between himself and a youth group from San Francisco and pledging support for efforts to tackle the barriers to youth employment.

COMMITTEE REPORTS

HOUSING AND URBAN DEVELOPMENT:

Louis Heilbron, Chairman

- Report on Board of Supervisors' Action re: Sacramento/Stockton Survey Area - Commissioners Heilbron and Chin.

In its initial consideration before the Board of Supervisors' Social Services Committee, the site proposal received unanimous endorsement, with support from a wide spectrum of Chinatown community organizations. The full Board of Supervisors has since approved the study proposal for use of this site for low and medium-income housing.

Commissioner Chin added that some 300 persons from the Chinatown community with one voice appeared before the Social Services Committee, and that they, so long familiar with the critical housing conditions in Chinatown, were greatly pleased by the official action. Mr. Chin expressed thanks to the HRC for its continuing strong support of this and other projects for alleviating the housing crisis in the Chinatown community.

YOUTH AND EDUCATION:

Rabbi Alvin I. Fine and Sister Mary Bernadette Giles, Co-Chairmen

- Summary of Alternative Plans for Junior High School Desegregation - Commissioner Fine.

The Youth and Education Committee, at its March 1 meeting, heard a presentation on fourteen alternative Junior High School Desegregation plans now under consideration by the Board of Education. Donald Johnson, Director of the Desegregation--Integration Office, served as a resource. Myron Moskowitz, Secondary Education Officer and the District's representative on the Committee, brought with him George Moscone, who is the Central Office Administrators' spokesman for the desegregation plans.

The Citizens Advisory Committee recommended three plans; in rank order, they are plans 2, 10 and 1. Plan 7 was the recommendation of the administrators. Three plans, 4, 5 and 11, would not fall within the State's guidelines for racial balance. Most of the plans contain two choices: either seventh grade or all three grades desegregated by Fall 1972. The Superintendent, at the March 20 Board of Education special meeting, recommended plan 2, with all three grades to be desegregated by September 1972. At that same Board meeting, Commissioner Howard Nemerovski recommended plan 8. Neither recommendation was adopted by the Board. By not adopting any specific plan, the Board of Education has probably caused junior high school desegregation to be limited to the seventh grade, if there is to be any further desegregation by Fall 1972, because of the time required for planning.

Fifty to sixty meetings have been held throughout the City to discuss the various alternatives and to solicit community reaction. Twenty thousand copies of the fourteen plans, written in four languages, have been distributed to sixth, seventh, and eighth grade pupils, to junior high school teachers and administrators, and other interested people.

The Youth and Education Committee has taken no active role, other than to cooperate with neighborhood meetings, and public participation. It has taken no position or is making no recommendation on any one of the plans.

Commissioner Fine stated that all plans involved in some degree transportation by bus.

Commissioner Livermore stated that the American Indian community was moving toward favoring establishment of a separate school for American Indian children, or, if there is to be transportation by bus, that it be to one elementary school, where special programs for these children can be carried on. Mr. Livermore said that needed changes in curriculum, and adoption, for example, of HRC's recommended changes in textbook material relating to the role of American Indians in American history and their culture, is not taking place. He said that in his opinion American Indian children should not be a part of bus transportation plans since the American Indian proportion of the population is not included in the guidelines. Mr. Livermore said he would be in favor of a separate school for American Indian children even if transportation were eliminated as a factor, since curriculum and textbook changes needed are not being made.

*** It was recommended by Commissioner Fine that the HRC Reading Panel in the interest of better and more general public information, extract from its critiques a number of illustrative items regarding textbook distortions or inaccuracies or omissions about American Indians' role in this country, as examples of the causes of Commissioner Livermore's and the American Indian community's concerns, and examples, further, of conditions that despite the critiques and recommendations of the Reading Panel have been retained and/or adopted as part of State-approved textbooks. Commissioner Heilbron suggested also that the extracts include the changes made (in textbook material) as indicative of the consistent need for adoption of other, recommended changes in textbook content.

Commissioner Raab, replying to Commissioner Bartlett's inquiry, stated that the Reading Panel has been better received by the local textbook selection people rather than the State. Members of the local school textbook selection committee have sat in with the Reading Panel and been sympathetic to its recommendations and suggestions.

*** Commissioner Raab suggested that it be determined which of the textbooks selected by the State Board have been introduced for use in the local schools.

Commissioner Giles reminded the HRC that the Panel had reported to it recently on a meeting at Balboa High with social science teachers and of the importance of having these teachers made aware of what contents of the textbooks have been identified as requiring correction or re-interpretation.

- Emergency School Assistance Program-Funded Media Project -- Status Report.
Commissioner Fine introduced Ms. Laura Foster, assistant to Ms. Joan Barr, Project Director.

Ms. Foster was thanked for her contributions to the Project and was congratulated on her approaching marriage. Her parents, Dr. and Mrs. D. Bernard Foster and prospective mother-in-law, Mrs. Wilson, also were present.

The Media Project Newsletter, FYI (For Your Information) A Digest of Educational News, was published recently, a six-page compilation of articles and statistics relating to court-ordered desegregation and integration of public schools. The response to the first printing of 600 has been enthusiastic, reported Commissioner Fine, and he read excerpts from a number of letters and phone messages of praise for the quality of the newsletter. They included school administrators, the Department of Social Services, the San Francisco Unified School District Central Office staff, private business, parents, teachers, a management consultant firm, a former president of a School Site Council, etc. Ms. Barr reported that 1,300 more copies of the newsletter had been ordered, and that they had had one request for 5,500 copies, which they could not fill. Requests to reprint excerpts have also been received. The project has arranged approximately 35 radio and television programs to discuss school desegregation and various school district programs.

- Juvenile Detention Facilities Study -- Progress Report - Stanley Abe

Mr. Abe who was introduced by Commissioner Giles, reported that his study of juvenile detention facilities, which was undertaken in January 1972 by the HRC after a complaint to the Youth and Education Committee from Citizens for Juvenile Justice and other sources that discriminatory practices were in effect regarding assignment of children by the Juvenile Court to private child care institutions in California. This was reported on at the HRC originally at its January 13, 1972 meeting. Today's report was the second progress report since then.

Mr. Abe provided the HRC with a list of the members of the Juvenile Court Study Sub-Committee (ten, under the chairmanship of Commissioner Giles). The basic research, he said, has been completed in terms of gathering statistics, and interviewing resource people. The survey of 35 private child care institutions in California is nearly completed. The Sub-Committee has adopted a four-point goal for itself:

1. Determining whether individual or institutional racial discrimination exists in the Juvenile Court system.
2. Identifying problem areas in the Court system, if any, relating to racial discriminations.
3. Interviewing a wide range of participants in the Court system on the issue of racial discrimination:
 - a. Probation Officers
 - b. Counselors
 - c. Administrative Staff
 - d. Community-Based Program Participants and Staff
 - e. Juveniles themselves.
4. Developing (if needed) a comprehensive package of proposals covering the problem areas in the Court system relating to racial discrimination.

The Sub-Committee is concentrating on three areas of study:

1. Placement policies of the Juvenile Court.
2. Affirmative action in employment of the Juvenile Court and the private institutions staffs.
3. Policies of placement with regard to private institutions.

The Sub-Committee meets next March 30. It is hoped that the report will be finished by approximately May 15.

Mr. Abe stated that followup on implementation of recommendations of the Sub-Committee will be the most important aspect of the entire study.

- Chairman Kingsley commented that it was important to note that this study is being undertaken with the cooperation of representatives of the California Youth Authority, the Juvenile Court, and others. Commissioner Giles noted also the broadly representative group of community resource people Mr. Abe had been able to get to participate actively in the work of the Sub-Committee.

EMPLOYMENT:

The Very Rev. C. Julian Bartlett, Chairman

- Restatement of HRC Principles for Affirmative Action in Employment

Copies of this statement were provided in advance for review by the members of the HRC. It was reviewed by the Committee, which approved it for recommendation to the full HRC for adoption, as a reaffirmation of the principles by which the HRC has been operating in one field. It was not meant to be a fully detailed or specific plan of action for any one employer or industry, but a statement of the principles of affirmative action.

Commissioner Fine commented that in light of Commissioner Bartlett's qualifying remarks on the document, he took it to mean that the HRC has moved some not in principle, but in emphasis, indicating that as conditions change the HRC is responsive to those changes, and that this document too, at some future time when conditions warrant, might have to be modified.

Director Becker said that the HRC last adopted an Affirmative Action statement in 1965, and that although at the time it was a farsighted statement, seven years later affirmative action is identified much more specifically and comprehensively and therefore the present document was developed, and changes may be necessary in the future. The statement also contains a more specific rejection of exclusionary quotas.

It was

*** m/s/c that the HRC adopt the Principles for Affirmative Action in Employment. A full copy of this statement of principles is attached to these Minutes.

- Recommendation on Sex Discrimination in Job Classifications - Frank Anderson

Mr. Anderson stated that the Employment Committee at its last meeting heard a report on laws at local, State and Federal levels governing discrimination in employment on the basis of sex. It was brought out that private employers are moving ahead in this area because of Federal and State laws applying to them. The Assistant Director of Recruitment and Examinations of the San Francisco Civil Service at this meeting reported that the City has at present no policy or guidelines in this area, and that action is at the moment on an ad hoc basis. The Committee feels that the City's Civil Service Department must begin to address itself to this subject inasmuch as the State and Federal laws will eventually be applicable to municipalities.

It was

***m/s/c that the HRC request the Civil Service Commission to work with the Civil Service Task Force to review procedures and formulate standards to erase possible sex discrimination in the selection for Civil Service jobs.

POLICE LIAISON COMMITTEE:

Curtis McClain, Chairman

- It was announced that the projected HRC tour of the County Jail facilities still has not had a definite date set.

- A Minority Police Recruitment Proposal for the San Francisco Police Department by Officers for Justice Police Association and the San Francisco Human Rights Commission - Troy Dangerfield, President, Officers for Justice (OFJ)

Commissioner McClain announced that the HRC Police Liaison Committee is made up of commissioners, staff, and representatives from the Police Department, the Officers for Justice, the Police Officers Association, and the community.

Copies of the Minority Police Recruitment Proposal were mailed in advance of this meeting for review by the Commissioners.

Before introducing the speaker, Commissioner McClain read the Minority Recruitment Proposal Resolution. He noted that representatives from all ethnic communities were among those having input in drafting of the Proposal.

Troy Dangerfield was introduced. Mr. Dangerfield said that now was perhaps the last chance that the San Francisco Police and Civil Service Commissions would have to bring about an affirmative action program for minority people on their own initiative and avoid the tensions and community pressures, lawsuits, etc. that other major urban areas of the United States are experiencing. The emphasis of the Proposal, he said, is community participation as the motivating force for bringing minority people into the Police Department. In a sense, he said, the proposal is a community relations project. It would provide for minority recruiters. He pointed out as regards to sex discrimination that the Police Department currently has 10 women on a force of 1,926 sworn members of the Department. None of the ten is a minority, nor is there a minority woman on the waiting list for these positions. It is hoped that through this Proposal in the next 18 months, 66 minority persons (hopefully 10% of them female) could be recruited to accelerate minority involvement.

Funding for the Proposal, he said, is to be sought by application to private foundations or the California Council on Criminal Justice. There will be no increased local tax cost to the City. A response to the Proposal has been received from Bernard Orsi, General Manager Personnel of the Civil Service Commission. Mr. Orsi expressed three concerns:

1. The Charter provisions for the list of eligibles for the Police Department.
2. Traditional policies of the Civil Service Commission regarding recruitment.
3. Traditional policies of the Police Department itself.

Mr. Dangerfield said that Mr. Orsi did state that he was philosophically in agreement with the Proposal's thrust and would do everything in his power to see that the Proposal was adopted rather than inevitably end up in court and that he would work with the Department on the concerns for the cited traditional policies. A reply regarding the Proposal has not yet been received from the Police Department. It is the intent of the Proposal's makers to recruit high quality minority people who already meet the criteria existing for Police Department jobs and are test-ready. There is another minority recruitment program proposal for the Hunters Point community which was designed by Inspector Beckum of the San Francisco Police Department which concerns itself with minority people who would need some training and tutoring to take the test. The aim of the Officers for Justice Proposal, he said, is not to change the present standards of eligibility, but to recruit people who fit them and to encourage them to apply, while upgrading the quality of the police force. Mr. Dangerfield said the two different proposals could complement each other.

Mr. Dangerfield said also that the Proposal envisions the Human Rights Commission as the fiscal agent for the program. (The HRC requires Board of Supervisors approval for acting in such a capacity.)

Copies of the Proposal, with a cover letter, have been sent to the Police Officers Association, which is represented on the Police Liaison Committee by Officer Al Benner, but no reply has yet been received.

It was pointed out that Mr. Dangerfield was detailed by Chief of Police Donald M. Scott to draft a minority police recruitment proposal.

The contributions of Manning Peterson in the work of drafting this Proposal were formally acknowledged.

It was

*:*m/s/c that the Human Rights Commission support the thrust of the recent proposal of the Officers for Justice regarding the recruitment of minority officers (both female and male) into the San Francisco Police Department. This proposal will not result in any increased local taxation for city residents because funds will be obtained from other sources outside the city budget.

The Human Rights Commission endorses this proposal and strongly urges its approval and support by the Police Commission and the Civil Service Commission and hopes adequate funds can be obtained.

- Chairman Kingsley commented that San Francisco is blessed with some extra time to take the initiative and respond affirmatively and creatively to issues such as minority police recruitment, in contrast to some other major cities, where crisis situations exist and court actions are necessary.

CONTRACT COMPLIANCE:

Louis Garcia, Chairman

- Report on Affirmative Action Agreements Signed with Thirty Companies - Edward Vurek

Mr. Vurek is an HRC Contract Compliance Officer. His report dealt with the hiring practices of these companies.

The purpose of the Affirmative Action Agreement is to establish recruiting and hiring procedures within companies that supply the City with services to bring more minorities into the work force. Each Agreement includes monitoring provisions and requires periodic reports on the results of the procedures. The reports contain statistical data to help determine the effectiveness of the program. They also remind each company that the Human Rights Commission has a continuing responsibility to monitor Affirmative Action Agreements. Each Agreement is tailored to the deficiencies in each company.

Thirty companies have signed Affirmative Action Agreements with the Human Rights Commission. In the twelve-month period prior to the gathering of initial employment information, these companies had hired a total of 668 employees. The total of minority hires was 102. The percentage of minorities hired in that period was 15.2. The City's total minority population in 1970 was 42.8%.

Since all of the Agreements were signed at different dates, we do not have first reports from all companies. Some of the companies were required to report on a quarterly basis, others every six months. The period depends on the projected number of job openings. The fourteen companies submitting their first reports have hired 109 total employees, of which 48 have been minority. The minority hiring rate is 44%.

The first reports indicate a lower overall hiring rate than during similar periods last year as a result of the recession. While the percentage rise of minority new hires is very good, the total number of hires is lower by about 20% than last year.

One of the problems discussed with monitored companies was the failure to use designated minority referral agencies. Companies are expected to use these referral agencies to fill job openings. If the employer has an affirmative action file of minority applicants which provides adequate referral for a job opening, the agency contact may be suspended in that instance. However, there were three cases in which this was not the situation. Meetings were held with these companies to explain the provision. It was indicated that subsequent action of this nature would constitute violation of the Agreement and appropriate action would be taken.

The possible use of irrelevant or non-skill tests and qualifications was also evaluated. There were no problems on this issue. All 14 companies are complying with the provisions of the Agreement.

A few companies, said Mr. Vurek, have been declared ineligible for City contracts.

- Commissioner Bartlett announced that Grant Mickins, Coordinator of Employment, is resigning from the staff to accept a position as Deputy Director of the Mayor's Committee on Criminal Justice. On Commissioner Bartlett's motion

It was

***m/s/c that the HRC express its reluctance at Mr. Mickin's leaving his post, its appreciation for his invaluable contributions to its work, and wish him well in the future.

Director Becker said that this was a real loss to the staff, that Mr. Mickins had brought great dedication and perserverance to his work, and that the HRC would pledge its help to him in whatever way it could in his new position.

Commissioner McClain suggested that the commendatory resolution to Mr. Mickins be presented to him in formal form, properly framed.

Mr. Mickins responded by expressing his reluctance to lose the fine working relationship he has enjoyed with the HRC and staff, and stated his desire to continue to work in a field (criminal justice, probation, rehabilitative and preventive processes) in which he had been involved during 17 years of City service.

DIRECTOR'S REMARKS

- The Oakes Family Foundation grant to provide a stipend for members of the Reading Panel, who have served without compensation for two years, has sent the check to fund this project, already approved by the Board of Supervisors.
- Attention was called to inclusion in the Commissioners' packets of a table "Comparative Figures 1960-1970, U. S. Census, Population of San Francisco by Ethnic Groups." The table was prepared by Jack Casford. It will be used as the HRC's basic document until further Census results are published. A copy of this table is attached to these Minutes.
- The funding for the City-Wide Youth Council has for the past four years been provided chiefly by the Rosenberg and the Walter Haas Sr., Foundations. This funding will cease April 18. There is a 90% assurance that the Public Health Service of the U.S. Department of Health, Education and Welfare will fund the project to combat the spread of venereal disease among adolescents (previously approved by the HRC) through a grant to the Department of Public Health's City Clinic by June 1. There remains a six-week period, needing \$2,300, to retain the basic Youth Council staff (Booker Neal and a clerical assistant). Efforts are now under way to try to raise this money.

NEW MATTERS

- It was announced that a meeting has been arranged by the HRC on March 29 with representatives of the Housing Authority and the Bureau of Street Cleaning to discuss with Mr. Harry Norman of the Bayview-Hunters Point Model Cities Commission his complaints, brought to the HRC on March 9, about street-cleaning deficiencies in that community.

- Pelton Junior High School Tour - Commissioner Medearis

Commissioner Medearis on March 21 made a tour of Pelton Junior High School with a number of clergymen and a chaplain from Hunters Point Naval Shipyard.

Mr. Medearis distributed copies of his summation of comments regarding the school, including witnessing attacks on a member of the faculty by outside intruders, faculty serving in the cafeteria and on the play-ground and an abysmal state of disrepair throughout the school plant, such as filthy rest-rooms, broken firehose containers, etc. Mr. Medearis stated that 95% of the student is black, and that there are no racial problems there. The only facilities that are adequate, he said, are a new reading room, the principal's office and a few window cases. The needs he defined for the school are: more teachers' aides, more kitchen help, and more door guards. He praised the work of the school principal, Mr. Ted Carroll. He said that Mr. Carroll has repeatedly asked for repairs to the school, but they have not thus far been made, and Commissioner Medearis appealed to the HRC to involve itself in this situation.

Commissioner Fine said that the Youth and Education Committee will act immediately to take what action can be initiated to correct these conditions.

CALENDAR MATTERS

- The April meetings of the HRC will be the second and fourth Thursdays, April 13 and April 27.

NO REMARKS FROM THE AUDIENCE

Respectfully submitted

William Becker
via Jack Casford

WB:JC:rmp

Attachments:

Principles for Affirmative Action in Employment

Comparative Figures 1960-1970

U.S. Census

Population of San Francisco by Ethnic Groups

CITY AND COUNTY OF SAN FRANCISCO

M E M O R A N D U M

From the Office of the
HUMAN RIGHTS COMMISSION

1095 Market Street - #501
San Francisco 94103
558-4901

RE: Principles for Affirmative Action in Employment

(The attached policy statement, adopted by the HRC on March 23, 1972, was introduced with the following statement:)

The attached is not a "new policy" statement - but, rather, a statement of the principles by which the Human Rights Commission has been operating in one field.

It has been approved by the Employment Committee. In this case, a review of the basic principles of affirmative action in employment under which the Commission has been operating seems to be called for because of the increasing emphasis of the HRC in this area.

It is not meant to be a fully detailed and certainly not a technical guide to the implementation of affirmative action; but more of an educational document, laying out the background philosophy of such programs. Affirmative action programs for a specific industry or employer still have to be developed to meet the needs of each case.

aw

3/27/72

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO

PRINCIPLES FOR AFFIRMATIVE ACTION IN EMPLOYMENT

There were two basic and compatible ideas built into the birth of the San Francisco Human Rights Commission: equal opportunity and affirmative action. The Human Rights Commission is increasingly involved in mounting and stimulating affirmative action programs in both public and private employment. It is important, therefore, to spell out how both principles -- equal opportunity and affirmative action -- are and must be built into these programs.

Equal opportunity means that every man or woman is to be judged as an individual upon his or her individual merit -- that is to say, to be judged on the basis of his or her ability to perform -- not on the basis of ancestry or group membership, not on the basis of race, religion, national origin, or any other non-performance-related factor.

This is the difference between aristocracy and race-ocracy, both of which are based upon ancestry, and democracy, which is based upon individual performance.

Affirmative action means that, since some groups have been disadvantaged by American society because of their group identification, this society agrees to take special action to advance the position of such groups. The clearest examples of such disadvantages are provided by the Black population, which for 300 years was denied first class citizenship, and the Native American Indians, who were pushed off their ancestral geographic and cultural bases by new Americans from Europe.

Because of the effects of these long-term conditions of repression, mere non-discrimination will not create conditions of equal opportunity, nor create those conditions swiftly enough. The purpose of affirmative action is to promote genuine conditions of equal opportunity during the lifetimes of the present generations.

The principles of equal opportunity and affirmative action must mesh; the sooner the mesh is achieved in practice, the better. The principle of equal opportunity cannot be used to diminish current affirmative action programs. Likewise, the principle of affirmative action cannot become a device to subvert the principle of equal opportunity.

The following guidelines describe the basic conditions of an affirmative action program in employment:

THE UNIVERSITY OF CHICAGO
DIVISION OF THE PHYSICAL SCIENCES
DEPARTMENT OF CHEMISTRY
JANUARY 1954
MEMORANDUM FOR THE RECORD
SUBJECT: [Illegible]
[The following text is extremely faint and largely illegible due to the quality of the scan. It appears to be a series of paragraphs or a list of points, but the specific details cannot be discerned.]

1. Mount special efforts to identify and recruit qualified members of previously excluded groups for job openings which become available. This means going beyond those traditional referral sources which normally provide only white applicants. It means the aggressive use of all those sources such as community organizations, public employment services, newspapers, etc., which can notify and refer applicants from the groups previously excluded, whether by deliberate discrimination or by the traditional work-seeking system.

2. Develop training programs to qualify members of these groups who are not fully qualified. This includes special tutoring for tests for jobs such as apprenticeships, special trainee categories for some civil service classifications, and federally funded training for school dropouts or unemployed and unprepared graduates as well as special efforts and training activities by individual employers, employer groups and employer associations.

3. Eliminate tests which include items which are irrelevant to the job to be done and that are culturally more related to the life style and background of middle class whites than of minority group applicants -- and/or revamp tests to eliminate such items. Other selection criteria, such as performance tests, should be substituted wherever appropriate.

4. Maintain and strengthen, however, the use of objective selection standards and criteria, in order to prevent and provide a check on undemocratic and arbitrary bias in employment.

5. Be conscious of the affirmative action principle in choosing between two applicants equally qualified according to such objective standards or valid tests which are predicative of performance or ability to achieve required performance level.

6. Examine the essential qualities and abilities needed for each particular job, eliminating those which are really irrelevant, and adding those which are important to doing a good job in today's urban society. In some jobs this may mean that some kinds of academic pre-job requirements should be dropped. In other jobs it may mean that proof of ability to work with the minority population to whom the service is aimed should be a requirement.

a. Be aware that affirmative action in employment is served by the need to hire bilingual staff in order to be able to effectively serve a client population which is not proficient in English.

7. Place accountability for the effectiveness of an affirmative action program upon the employer by measuring the quantitative progress that

he makes over identifiable periods. He should know what his goals and timetable are and measure the effectiveness of his affirmative action program against them. In multi-ethnic San Francisco this means a concern with the inclusion into the work force of a number of different groups via affirmative action.

8. Use that quantitative measurement of progress as a measurement of the affirmative action programs, but not as a substitute for such programs. Measurement is one thing, rigid quotas, especially those which would require the automatic inclusion of members of one group to the exclusion of members of other groups, are a different thing. Exclusionary quotas are based on the concept of heredity and as such do a disservice to the principle of affirmative action.

a. The generally used guideline for the purpose of evaluating progress toward integration is the composition of the population in the area. This is based on the assumption that if past discrimination and disadvantage because of race had not existed people would be more evenly spread out by occupation and job level. Even the population ratio, however, needs to be used with care as a goal, because it depends on what area is used as a base, and there are some areas where, because of housing discrimination, few minority people live to create a guideline.

b. Our rejection of the rigid quota approach is based on principle as outlined above, but it should also be clear that it has not been an effective approach. Rigid quotas are not a program. They do not find people, prepare people, or match people to job requirements or job requirements to job needs. These require a detailed affirmative action program which will institutionalize the system through which an integrated work force will not only be achieved, but maintained.

NOTE:

The specific time and place of a given affirmative action program is important since what is meaningful and effective will vary depending on the availability of qualified or qualifiable minority applicants for the jobs covered by the program. Goals have no function unless the details of an affirmative action program deal realistically with the state of the supply at that time. Additionally, concern for the future dictates a concern for participation in the educational institutions today. The Human Rights Commission recently commended BARTD for its statement of an affirmative action employment

program. BARTD's statement can serve as a model for understanding the principles involved: "It is our policy and program to achieve a work force which reflects the racial and ethnic makeup of the population in the three counties; and to hire without regard to race, religion, etc."

This statement obviously means that:

1. Minority groups will receive special and preferred treatment with respect to
 - a. active recruitment for hiring and promotion, and
 - b. special training for hiring and promotion
2. Standards and tests will be carefully structured to avoid any irrelevant or cultural bias against minorities in hiring and promotion.
3. Actual hiring will be done on the basis of individual merit, against the background of the above affirmative action program.
4. There is confidence that, given the affirmative action program, the potential minority work force is qualified and qualifiable enough to reach the stated goal.
5. Quantitative measurement will be maintained in order to test the continued sincerity and effectiveness of the affirmative action program.

aw
3-20-72

Adopted by HRC 3/23/72

COMPARATIVE FIGURES 1960 - 1970
U.S. CENSUS
POPULATION OF SAN FRANCISCO BY ETHNIC GROUPS

(Note: These figures are from the final U.S. Census for 1960 and 1970 released by the U.S. Department of Commerce. There is no permanent San Francisco Bureau of the Census office, only one during the once-a-decade census-taking year. The Department of Commerce in the Federal Building, 450 Golden Gate Avenue, releases some census figures and Census Bureau publications are sold in the U.S. Government Bookshop there. The Western Regional Office of the Bureau of the Census is in Los Angeles (12th District) Telephone: 213-462-3181.)

	<u>1970</u>	<u>PERCENT</u> <u>DISTRIBUTION</u>		<u>1960</u>	<u>PERCENT</u> <u>DISTRIBUTION</u>
<u>TOTAL</u> <u>SAN FRANCISCO</u>	715,674	100.0%	<u>TOTAL</u> <u>SAN FRANCISCO</u>	740,316	100.0%

(Note: The Spanish-American figure of 101,901 for 1970 quoted below is from a deposition given by the United States Census Bureau in Washington in December, 1971, to Public Advocates, Inc., and the Mexican-American Legal Defense and Educational Fund. The Bureau calls its report, "Official United States Census Bureau Preliminary Spanish Language/Spanish-Surname (Mexican-American) Population Statistics". Spanish-American is used in the table below to denote as well Spanish-surnamed, Spanish-speaking, Spanish-origin, etc., by self-identification.)

	<u>1970</u>	<u>PERCENT</u> <u>DISTRIBUTION</u>	<u>1960</u>	<u>PERCENT</u> <u>DISTRIBUTION</u>
White (Other than Spanish-American)	409,285	57.2	552,801	74.6
Spanish-American	101,901	14.2	*51,602	7.0
Nonwhite	204,488	28.6	135,913	18.4
Negro	96,078	13.4	74,383	10.1
Chinese	58,696	8.2	36,445	4.9
Filipino	24,694	3.5	12,327	1.7
Japanese	11,705	1.6	9,464	1.3
American Indian	2,900	0.4	1,068	0.1
Other Nonwhite	10,415	1.5	2,226	0.3
<u>Total minority population</u> (Including Spanish-American)	306,389	42.8	187,515	25.4

*The 1960 Spanish-American figure is an estimate from the Department of Public Health. From Department of Public Health Weekly Bulletin, December 6, 1971: The final U.S. Census figures also show some remarkable changes in the composition of the population since 1960, and during this century. During the 70 years from 1900 to 1970, San Francisco doubled its population; although since 1950 the total population has declined 7.7%. In 1900 San Francisco had a Nonwhite population of 17,404, or 5.1%, most of whom were Chinese. However, by 1950 Nonwhites had become 10.5% of the population and in 1970 were 28.6% of the total. The increase in 1970 from 1900 was 187,084 or almost 1100%. The Chinese gained 22,251 or 61.1% from 1960 to 1970, the Negroes 21,695 or 29.2% and the number of Filipinos and American Indians more than doubled. The largest percent increase was for "all other Nonwhites" including Koreans, Hawaiians, and Polynesians.

The Census also reported 1,078 Hawaiians in San Francisco in 1970, and 1,216 Koreans, each 0.2 percent of the population. Finally, there was a category called "Other", 8,121, which would include Aleuts, Eskimos, East Indians, etc. Samoans also are increasing in number in San Francisco.

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HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of April 13, 1972

DOCUMENTS

APR 26 1972

SAN FRANCISCO
PUBLIC LIBRARY

* * * * *
* NEXT MEETING: April 27, 1972 *
* Thursday *
* Main Library, Civic Center *
* Commission Room, Third Floor *
* 9:30 A.M. *
* * * * *

ROLL CALL

Commissioners

Present: Leonard Kingsley, (presiding), Very Rev. C. Julian Bartlett, Rev. George Bedford, Louis Garcia, Sister Mary Bernadette Giles, Mrs. Mattie Jackson, Earl Livermore, Rev. Victor L. Medearis, Louis Simon

Excused: John Yehaill Chin, Rabbi Alvin I. Fine, Joseph Garcia, Louis Heilbron, Curtis McClain, Earl Raab

Staff

Present: William Becker, Director, Richard Arnold, Jack Casford, Gerard Feliciano, Shone Martinez, Manning Peterson, Mrs. Gail Roberts

PLEDGE OF ALLEGIANCE

Minutes of March 23, 1972 approved.

COMMUNICATIONS

From Mayor Joseph L. Alioto, a request that the Human Rights Commission proceed on the development of an affirmative action program for housing in accord with the 1972-73 Workable Program Application, and the resolution by the Human Rights Commission. Director Becker stated that he, Edith Witt, Richard Arnold, and Commissioner Louis Heilbron had met the week previous with City Attorney O'Connor on followup to this request.

From Michael B. Smith, Staff Assistant, The White House, acknowledging receipt of the Human Rights Commission's Resolution, adopted February 24, commending the new thrust of the Bureau of Indian Affairs. The Resolution was sent also to U.S. Senators John V. Tunney and Alan Cranston.

From Senator Cranston, stating his accord with the Human Rights Commission Resolution and his commitment to changing the "reservation-oriented" nature of the Bureau of Indian Affairs, specifically as it affects California Indians denied BIA services because they never received trust lands due them.

From Senator Tunney, expressing similar accord, but questioning whether the Bureau of Indian Affairs has actually changed its thrust. He stated, "On March 16, the Assistant Secretary of the Interior, Harrison Loesch, stated to a member of my staff that the policy of the Department of the Interior remains unchanged in that they only serve reservation Indians." Senator Tunney enclosed copy of testimony he gave March 16 to the Subcommittee on Interior on Appropriations -- testimony dealing with problems specifically of California Indians and suggested resolutions through federal assistance and policies.

From Thomas Caylor, Manager, International Department, San Francisco Chamber of Commerce, commenting on the Human Rights Commission's Principles for Affirmative Action. Mr. Caylor said He agreed with its general concepts but was distressed with one

aspect of affirmative action--intraorganizational affirmative action--which, although not referred to for implementation in the Human Rights Commission statement, he felt it leads to.

- From Thomas A. Shaheen, Superintendent, San Francisco Unified School District, via Milton S. Reiterman, regarding the Human Rights Commission's March 9, 1972 recommendations concerning the bilingual education program of the School District.

Mr. Shaheen stressed that the District is at its maximum tax ceiling and that "unless the tax override passes in the June, 1972 election, the budget for 1972-73 cannot include every item... important to the students."

- From U.S. Congressman Phillip Burton, affirming his continuing interest in the field of bilingual education and acknowledging his receipt of the Human Rights Commission's recommendations to the City School District.

- From State Senator Milton Marks, thanking the Human Rights Commission for its endorsement of his Senate Bill 241, which would appropriate \$3.3 million for the Educational Opportunity Program at the state college level.

- From Louis F. Batmale, President/Superintendent, San Francisco Community College District, stating that he will seek Board support of Senate Bill 241, and would study Senate Bill 93 (relative to bilingual-bicultural educational programs and Assembly Bill 141 (relative to limitation of suspension and expulsion authority by school boards, superintendents or principals to situations where commission occurred on school premises) to determine whether to recommend support of them.

COMMITTEE REPORTS

YOUTH AND EDUCATION:

Rabbi Alvin I. Fine and Sister Mary Bernadette Giles, Co-Chairmen

Investigation of Complaint re: Physical Conditions at Pelton Junior High School - Commissioner Giles

On March 24, Commissioner Giles and Ms. Gail Roberts of the Human Rights Commission staff made an inspection tour of Pelton Junior High School. This was one day following complaints about the physical conditions there, made at the Human Rights Commission regular meeting of March 23 by Commissioner Medearis. They were accompanied by Booker T. Carroll, Principal of Pelton, Matthew T. Gaffney, Assistant Principal, Dallas Guire, Area Coordinator, Division of Maintenance and Operations, and Ivor Jalla as Supervisor, Field Instructional Services.

Commissioners were provided documentation of the steps taken in the Human Rights Commission investigation and subsequent discussions.

Commissioner Giles said that the tour of the premises was a thorough one and that evidences of the conditions outlined March 23 by Commissioner Medearis were noted. Assurance was given by the school officials to the Human Rights Commission that the major repairs noted and needed would be made. Attention was called to a detailed listing of work completed or in progress as of March 31, 1972 at Pelton:

The concerns of the Human Rights Commission were threefold:

1. Who will monitor the major repairs that have to be made at Pelton?

2. Who will monitor certain day-to-day maintenance tasks?
3. Who will generate an esprit de corps in the school so that students and their parents will take a pride in Pelton and not allow it to reach such a stage of dilapidation again in the future?

It was recommended that the principal, staff, and student body be commended for the excellent condition of the school grounds, and that the principal and the School District central office be thanked for their prompt response and action to correct deficient conditions.

The Human Rights Commission received an April 5 letter from Dr. Myron Moskowitz, Education Officer, Field Instructional Services, San Francisco Unified School District, responding point-by-point to the above-listed Human Rights Commission concerns, giving the names of persons responsible for follow-through, and naming Ivor Callaway, Supervisor, Field Instructional Services, as liaison to facilitate necessary action.

On April 6, Commissioner Giles and Ms. Roberts again toured Pelton in the company of school officials. The extensive repairs in the listing noted above had been made.

Mr. Carroll, the Pelton principal, drew up, and the Commissioners were provided copies of, a comprehensive program for maintaining the physical plant at Pelton, including a program and plan of action for minimizing vandalism, and recommendations for providing incentives for cooperating in maintenance and improvement of the building.

Mr. Carroll will meet with the Youth and Education Committee at its next session, along with the president of the student body and the president of the parents' group. The Human Rights Commission will continue this informal relationship.

Commissioner Giles pointed out that approximately 90% of the School District budget for repairs and maintenance goes to meet emergency repair conditions. It was apparently the Human Rights Commission's involvement, she said, that helped get the needed work done at Pelton in a very quick time, whereas normally it might have taken much longer.

Commissioner Bartlett noted that he felt that press coverage of the Pelton situation had played a role in getting correction of the conditions, and urged that we thank the press.

Chairman Kingsley commented that whereas this situation had been met swiftly in one school, conditions similar to these exist still in many other schools in the District.

Commissioner Medearis was asked to comment, and he said he concurred in the appreciation to be expressed to the School District for meeting these problems.

Status of Bilingual Education Program in School District

The San Francisco Board of Education, on April 11, endorsed Senate Bill 93, Senate Bill 241, and Assembly Bill 141, all previously endorsed by the Human Rights Commission. The Community College District was to act on these bills April 13. A proposed Bilingual Education Policy Statement was adopted by the Board of Education, also on April 11. It is hoped this policy as the framework for a bilingual-bicultural program can be implemented and developed by the District.

The Human Rights Commission sent Superintendent Shaheen its recommendations on bilingual education, which included mandatory in-service training and aggressive recruitment of staff.

The Human Rights Commission also wrote March 30 to the executive secretary of the State Commission for Teacher Preparation and Licensing, stating the need in San Francisco for Spanish bilingual-bicultural teachers and inquiring whether the State might grant provisional credentials to teachers whose formal training was outside the United States and who do not have the equivalent of a four or five-year program as now required for a California credential. Attached to the Human Rights Commission's letter was a copy of a letter from the City School District's Assistant Superintendent, Personnel Services, corroborating the Human Rights Commission's concerns.

CONTRACT COMPLIANCE:

Louis Garcia, Chairman

- Report on Bank Closing Hours in Bayview-Hunters Point District - Gerard Feliciano

On March 4, 1972, the Bayview Baptist Ministers' Fellowship wrote the Human Rights Commission, asking its assistance in obtaining the ascent of banks in the community (Wells Fargo Bank, Third at Revere; the Bayview branch of the Bank of America, third at Quesada; and the Bayview Federal Savings and Loan Association branch) to remain open for business until 6 p.m. on Fridays instead of closing at 5 p.m. The request was made on behalf of the working people in the community, many of whom do not get off work until 5 p.m. and who need banking services before the weekend, and because branch banks in other neighborhoods of the City do remain open until 6 p.m. on Fridays.

The Human Rights Commission made contact with the responsible bank managers and officials. The Bank of America branch and Wells Fargo branch agreed to extend their business hours to 6 p.m. on Friday, beginning April 7. The Bayview Federal Savings and Loan Association will continue its policy of remaining open for business on Friday until 6 p.m.

A letter from the Human Rights Commission and the Ministers' Fellowship is being sent to thank these institutions for their positive responses.

HUNTERS POINT STREET CLEANING

- Status Report - Commissioner Medearis

The complaint of Mr. Harry Norman, a member of the Bayview-Hunters Point Model Cities Commission, regarding street cleaning in the community, made to the Human Rights Commission on March 9, was followed up by a meeting March 29 with representatives of the Housing Authority, Mr. Norman, Commissioner Medearis, and Jack Casford of the Human Rights Commission staff. Mr. Bernard Crotty, Superintendent of the City's Bureau of Street Cleaning, was ill and unable to attend this meeting. The Housing Authority representatives were most cooperative and agreed to certain immediate actions regarding Mr. Norman's complaints. They pointed out the streets for which they were and were not responsible. A subsequent meeting with Mr. Crotty was set for April 6, but Mr. Norman was not present and failed to notify Messrs. Casford and Medearis of this appointment. Another meeting will be scheduled.

Commissioner Medearis did make an inspection tour April 11 with Fred Green, Manager, Housing Authority. He noted that cleaning had been done in the questioned areas that morning. Commissioner

Medcaris stated the streets in the Housing Authority projects area are in need of repair, specifically the filling of chuck holes.

*****Chairman Kingsley asked that a meeting be set up to discuss street repair.

NATIVE AMERICAN ADMISORY COUNCIL
Earl Livermore, Chairman

- Second Annual American Indian Fair

The Fair will be held September 22, 23 and 24, probably at the Palace of Fine Arts. A proposal for a \$10,000 publicity and advertising grant will be submitted to the City Administrator's Office.

POLICE LIAISON:
Curtis Mc Clain, Chairman

- Police Department Minority Recruitment Proposal Resolution - Director Becker

On March 23, 1972, the Human Rights Commission endorsed a minority police recruitment proposal of the Officers for Justice Police Association. The proposal addressed itself to a long-standing concern shared by the Human Rights Commission that there be a much wider participation by minority people in the police force.

It has been learned that the Police Department has been working on another proposal for the recruitment of minority policemen. Copies were provided the Human Rights Commission and Commissioners on the Police Liaison Committee, with the recommendation that the Human Rights Commission endorse it. The Police Department proposal also will depend on external funding (Hunters Point Model Cities Agency). The Officers for Justice proposal concentrates on recruiting for the Police Department minority people who are "test-ready", and who would not require any substantial training or preparation for entry-level tests. The Police Department proposal, on the other hand, developed by a Black police inspector, aims at an apprenticeship program. Applicants (40 in two classes) would be paid \$120 a week for a period of training until examination to become patrolmen.

It was

*****m/s/c That the Human Rights Commission Rule requiring advance notice of action to be considered and taken be waived.

It was

*****m/s/c That the Human Rights Commission endorse the Police Department Proposal on Minority Recruitment, with a commendation to the Department for taking this initiative.

Chairman Kingsley stated that Chief of Police Donald M. Scott had assured him personally that there was no conflict between the Police Department and Officers for Justice proposals.

NATIVE AMERICAN ADVISORY COUNCIL
Earl Livermore, Chairman

- Bay Area Alcoholism Program - Commissioner Livermore

This program is funded through the Inter-Tribal Council of California, a statewide organization. Funds for 1971 were cut from 1970's \$100,000 to \$39,000. In order to supplement the funding, a proposal must be submitted to the regional Office of

Economic Opportunity. One counselor position was cut out of the program this year. The Program hopes to become self-sustaining next year, and has filed for papers of incorporation in the state.

Following a reading in full of the proposed Resolution in Support of the Bay Area Alcoholism Program (BAAP) by Commissioner Livermore,

It was

****m/s/c That the Human Rights Commission adopt this Resolution in Support of the Bay Area Alcoholism Program. A full copy of the Resolution is attached to these Minutes.

Affirmative Action Recruitment Via State Department of Human Resources Development - Shone Martinez

Concerns of the American Indian community about services from the Mission District HRD Center led to a meeting with Art Padilla, its manager. Identified as major concerns were:

- Lack of American Indian personnel at the Center to give personal attention to the priority needs of disadvantaged Native Americans;
- Need for improved cooperation on job referrals for applicants;
- The need for lending vocational and technical assistance to the work being done by the American Indian health Clinic, which has been funded under a planning grant;
- Sensitizing other City HRD managers to Native American employment problems.

It has been agreed to transfer one Native American staff member of HRD into the Mission District Center and to hire a new employee for an Indian desk. A number of Indian community needs will be incorporated into the HRD's proposals to the Labor Department. A member of the Bay Area Native American Advisory Council is assisting Mr. Padilla's office in writing up these proposals.

Discussion with TV Stations Relative to Programming Derogatory To Native Americans

A comment made during this season by John Wayne on a nationally-televised program, "Laugh-In", was derogatory to American Indians. This incident led to the formation of a Media Committee to survey programming on Bay Area television for such derogatory content. A two-month survey was done. All the stations showed some programming which insulted American Indians. However, Channel 44 was found to be the local station most frequently showing material offensive to Indians, in the form of cartoon strips and old Lone Ranger-Tonto movies. The general manager of this station when contacted was very cooperative, met with the Media Committee and agreed to withdraw the offending programs. He also helped set up a meeting with the general managers of all Bay Area TV stations on March 27. A coalition of Indian representatives of thirty organizations was in attendance. They formed a Native American Affirmative Image Committee of Northern California.

Specific suggestions made to the TV stations were: making spot announcement time available to Native Americans; more programming for Native Americans; removal of offending TV films and programs from the air; more Native American employment; more training

programs for Native Americans; and more Native-American-produced films and programming. It was also recommended that quarterly meetings be held between TV station management and the Native American Community.

DIRECTOR'S REMARKS

The Sheriff's Department has not yet provided the Human Rights Commission with its budget statistics, so the Police Liaison Committee has not been able to bring in a recommendation.

Review of the Human Rights Commission's Contract Compliance Work

In 1968, the Human Rights Commission was delegated responsibility to implement contract compliance for the City, but no staff was provided to do so. So, one Employment Representative, Stanley Lim, was taken off other work and assigned to handle some construction contract compliance. In addition, work in the field of suppliers of goods and services is done by Edward Vurek, hired through a grant from the Federal Equal Employment Opportunity Commission, and, recently, through the Emergency Employment Act, three staff people assigned by the Mayor's Office: Ms. Renee Thompson, Herbert Spiro, and Gerard Feliciano, joined the Human Rights Commission to work respectively with architects and engineers, the insurance industry, and banks.

Because of these additions, making a Contract Compliance staff of five, the Human Rights Commission is able to reach out into areas where tax money is being spent and where it affects employment, specifically, employment in the minority communities.

Twelve major construction contracts are being monitored by Mr. Lim. They require monthly compliance meetings with contractors and subcontractors on City construction projects. A report on this work will be made in the next month. These have to be limited in number, in order to make possible intense followup.

45 architects and engineers doing business with the City have been contacted by Ms. Thompson, and are required to participate in the Engineering Societies' training program (federally funded) which places trainees in firms. Thus, the Human Rights Commission is able to give support to a program of the industry to get more trainees hired and trained.

In the construction and architects and engineers affirmative action work, the requirements are included in the pre-bid specifications, so that bidders know what is expected of them. In the other categories, the Human Rights Commission develops an affirmative action program with each employer.

Approximately 40 suppliers of various goods and services to the City are being covered by Mr. Vurek, as he reported to the Human Rights Commission recently.

Approximately 12 insurance brokers and companies are being worked with by Herbert Spiro.

19 banks with City deposits are the object of the work of Gerard Feliciano, which he also reported on recently to the Human Rights Commission.

There are, in addition, some ad hoc areas, e.g. the Candlestick parking concession. The Human Rights Commission has been able to ask the Board of Supervisors' Finance Committee to postpone awarding the Candlestick concession contract to the Stevens Company, which had not yet committed itself to an affirmative action program. This firm has a 50-year lease for the Giants

baseball seasons, but the one now before the Finance Committee is for the 49ers professional football games.

The Human Rights Commission is now beginning an approach on the Yerba Buena Center to apply affirmative action requirements for each part of this multi-million-dollar project. This has just begun with the architects and engineers, who will have some \$11,000,000 in contract work in Yerba Buena. They have been most cooperative with the Human Rights Commission, Director Becker said. It is hoped to then move into the area of construction, with involvement continuing in trying to establish a city-wide agreement between the minority community, the labor unions, and the contractors' association. Also concerned in Yerba Buena will be: long-term office and hotel jobs, long-term city jobs that will be involved with City facilities there, and the area of service jobs for the convention activities at the Center.

The Human Rights Commission has met with the Redevelopment Agency, which has been extremely cooperative in these interests,

Director Becker said it is hoped that recruitment and training efforts relative to Yerba Buena Center will be directed at residents of the City.

No new matters.

Calendar Matters

The next meeting of the Human Rights Commission will be April 27.

No Remarks from the Audience.

Adjournment.

Respectfully submitted

William Becker
Via Jack Casford

NB:JC:be (4-18-72)
Attachment: Resolution in Support of the Bay Area Alcoholism
Program (BAAP) (Resolution 4-72)



CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 MARKET STREET
SUITE 501
SAN FRANCISCO, CALIFORNIA 94103
TELEPHONE 558-4901

RESOLUTION IN SUPPORT OF THE
BAY AREA ALCOHOLISM PROGRAM (BAAP)

WHEREAS, the Indian community is very concerned about widespread social, economic, health and legal problems related to excessive drinking and the multiple problems of American Indians in urban areas have been widely noted; and

WHEREAS, a recent statement by the San Francisco Committee on crime commented on the severity of alcohol problems of Indians in the Bay Area:

"So far as available arrest records indicate, arrests in San Francisco for drunkenness among whites, non-whites and ethnic groups are in proportion close to their percentage of the population. American Indians are a curious exception. Although Indians represent around 14/100th of one percent of the population of San Francisco, Indian drunk arrests have ranged from nearly 6% to 8%.";

WHEREAS, almost all crimes committed by Indians are related to excessive alcohol use. An alcoholism report by the Department of Health, Education and Welfare points out:

"In 1960, Indians were arrested 12.2 times as frequently for alcohol-related offenses as the U.S. population generally. Whereas 43 percent of all arrests in the U.S. were related to drinking, the comparable figure for Indians was 76 percent. Drunkenness alone accounted for 71 percent of all Indian arrests. The arrest rate for non-alcohol related offenses was found to be only slightly above the U.S. average.

"In one State Penitentiary, Indians made up 34 percent of the inmates whereas in the state they comprised only 5 percent of the population. A large majority of the crimes were committed while under the influence of alcohol. In 1959, all 36 Indian prisoners at a Federal prison had been convicted of murder or manslaughter which had occurred while the individual was intoxicated.";

WHEREAS, the San Francisco Bay Area Indian population (representing 100 tribal groups) has been estimated at 30,000 persons, of which 12,000 have drinking problems. Many more persons of the total population are affected by problem drinking than this 12,000;

(continued)

THE UNIVERSITY OF CHICAGO

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page two

WHEREAS, Alameda, San Francisco, and Santa Clara Counties contain the largest part of the Indian population. This project would serve residents of Alameda and San Francisco Counties. The specific population to be served by this project has been in the past unattached males, ranging from 18 to 45 years in age who repeatedly appear in drunk courts. (The BAAP program will extend services to reach the needs of Indian youth both through:

- (1) preventative counseling, education, recreation; and
- (2) services for existing problems.

Approximately 8% or 1/12 of the 12,000 Indians estimated to have drinking problems would be able to benefit from the program with its existing resources.

WHEREAS, many Indians with drinking problems are not accustomed to benefits from special programs as that here proposed because there have been no such programs in the past. Others, particularly young students, have requested such help to allow them to complete their education successfully. All professional and agency personnel of the area who have been contacted feel there is a great need for this program.

NOW, THEREFORE, BE IT RESOLVED that the San Francisco Human Rights Commission, in consequence of the local feeling of the Native American community, responds in this resolution in support of the Bay Area Alcoholism program because it will provide an outreach program in city and county jail systems, Indian centers, and other agencies; provide housing, administrative staff, counseling, develop employability of rehabilitees; and develop and widen existing private and public service resources.

Resolution 4-72
Adopted by HRC 4/13/72

afs

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DEPOSES EN VERTU
DE LA LOI DU 15 JANVIER
1893 RELATIVE A LA
LIBERATION DES
ARCHIVES DE L'ETAT
PAR LE MINISTRE DE L'INTERIEUR
LE 15 JANVIER 1893

LE MINISTRE DE L'INTERIEUR
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PAR LE MINISTRE DE L'INTERIEUR
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#2
HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of April 27, 1972

* * * * *
* NEXT MEETING: May 11, 1972 *
* Thursday *
* Main Library, Civic Center *
* Commission Room, Third Floor *
* 9:30 A.M. *
* * * * *

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ROLL CALL

Commissioners

Present: Leonard Kingsley (presiding), Very Rev. C. Julian Bartlett, Rev. George Bedford, Rabbi Alvin I. Fine, Sister Mary Bernadette Giles, Louis Heilbron, Earl Livermore, Curtis McClain, Rev. Victor L. Medearis, Earl Raab, Louis Simon

Excused: John Yehall Chin, Joseph Garcia, Louis Garcia, Mrs. Mattie Jackson

Staff

Present: William Becker, Director, Stan Abe, Frank Anderson, Richard Arnold, Jack Casford, Phillip Chin, Stanley Lim, Mrs. Grace Markham, Shone Martinez, Manning Peterson, Rilla Pritchard, Mrs. Gail Roberts, Miss Edith Witt

PLEDGE OF ALLEGIANCE

Minutes of April 13, 1972 approved with one minor correction. On page seven, under Review of the Human Rights Commission's Contract Compliance Work, in the third paragraph from the bottom of the page beginning "Approximately 12 insurance brokers...", the figure should read 21 -- "Approximately 21 insurance brokers..."

COMMUNICATIONS

- From Milton F. Reiterman, Associate Superintendent, Administration, San Francisco Unified School District, informing the Human Rights Commission that the Board of Education approved AB 141, SB 93, and SB 241, all bills in the California Legislature that the Human Rights Commission had previously endorsed and for which they had requested support by the Board.

COMMITTEE REPORTS

EMPLOYMENT:

Very Rev. C. J. Bartlett, Chairman

- Department of Public Health Employment Programs - Francis J. Curry, M.D., Director of the Department of Public Health of San Francisco, and Mr. Charles Gross, Senior Personnel Officer

Mr. Gross stated he wished to report on progress in the Public Service Careers Program, which has been discussed with the Civil Service Task Force, on which the Human Rights Commission is represented. A summary digest of the Program was provided for each commissioner for reference. Mr. Gross referred to a table showing a recapitulation of the Human Rights Commission survey December 31, 1971 of the Department of Public Health employment ethnic breakdown by organization, showing a departmental total of 54.6% minority employees. The Department has approximately 250 positions under the Emergency Employment Act, 66.5% of them shown on the table as filled by minority employees. The

Department had requested Emergency Employment Act positions in the areas of what it calls "unmet community need", and under this heading have come:

- A program to provide better medical care for senior citizens in housing projects.
- Improved treatment in drug abuse, such as the methadone maintenance program.

The Department is in the process of developing a career development and career mobility program. It seeks to:

- Encourage minorities and lower-echelon employees within the Department to improve their status through in-service training and educational opportunities developed by the Department. It encourages them to take advantage of the 20/20 (20 hours of work, 20 hours of training or study) program.
- Foster career entrance in health professions through student and summer job programs, in cooperation with Bay Area educational institutions, providing on-the-job experience.

Some of the past efforts of the Department in this program are:

- A two-year program to assist orderlies and licensed vocational nurses for the Department to obtain associate in arts degrees in nursing from the Community College. In 1971 the first group of 6 (5 minorities) graduated from the program, which they attended on the 20/20 basis. Thirteen are in the 1972 program. One obstacle for department personnel has been competing with the community at large for slots at the Community College.
- Remedial training to assist Department employees in qualifying on entrance examinations. Some 90% failed an entrance examination at one point for City College.
- A summer program (last year 250 were employed in the Department through Neighborhood Youth Corps and Youth For Service) in meaningful job slots. The Department also had 13 youths last summer under the Vice-President's national program.
- Paraprofessional training, a cooperative program with Community College for X-ray technicians who will serve an internship with the Department at San Francisco General Hospital.

In 1970, the Department received a \$250,000 Public Service Careers Program grant under the National Institute of Mental Health. However, the State did not fully fund the program in mental health which had been approved. For example, in 1971, 154 positions were deleted from the Department budget.

Originally, the Department was to have trained 73 disadvantaged persons as entry-level employees, and 16 existing Department of Public Health employees were to have been upgraded. It has, in fact, trained 83 entry-level employees and assisted in upgrading 34 existing employees. Mr. Gross announced that he and Dr. Curry would be attending, that afternoon, the graduation ceremonies for the 34 upgraded employees, who would now be ward clerks, a new class originally placed by Civil Service classifiers in the clerical series. The DPH felt that while there were numerous promotional opportunities for persons holding clerical positions, there was a greater need for such opportunities for

those working as orderlies, kitchen helpers, and porters. For this reasons, in cooperation with Civil Service, the Civil Service Task Force, and employee organizations, the promotive step from orderly to ward clerk was created.

The DPH has also created a training program for Community Health Aides, who basically act as liaison between DPH services and the community to which they are provided. These aides are new employees, many of whom had not previously held any position of responsibility. Their training is divided into six units: interviewing; recording information and writing brief reports; general DPH information; public health safety; nutrition; and clinic procedures. Former drug users, "clean" for a year, can serve as community health aides in the City's Drug Abuse Program.

An orderly training program has been tailored to, and recruiting has been done from, the hard-core unemployed.

The demographic breakdown of the Public Service Careers enrollees is: 75% of the enrollees are women; 65% are Black; 17% are Asian; and 7% are Spanish-Origin. The average age is 32, and about half have not completed a high school education. More than 12% have at least one year of college, usually from a foreign school, which limits their employability in this country.

The primary value of this program, said Mr. Gross, has been to serve as a model and a demonstration that real upgrading can go on if City departments will invest in meaningful opportunities for their employees. He said that at present the actual investment in City budgeting for training is virtually zero. It exists in some degree in some departments, but as a real commitment, funding is virtually nonexistent. Other funding sources do exist, said Mr. Gross, on federal and state levels, which with position funding by the City can make possible the development of effective career development/mobility programs.

The DPH program has been developed through the day-by-day, supportive cooperation of employee organizations. They have disseminated information, done evaluations, and helped deal with problems. The program has created a more mature labor-relations climate within the DPH, said Mr. Gross. Emergency Employment Act employees' training has been linked to the Public Service Careers program.

Under this program a major classification study was made of positions within the DPH, aiming, for one thing, to eliminate "dead-end" positions. The DPH is now implementing the recommendations of this survey.

There is a recommendation for the development of a Human Services class of jobs, bringing a number of formerly "dead-end" positions under one category within which there are regular promotional opportunities.

It is hoped that in 1972 the DPH can expand the work done to date. The Public Service Careers Program has been extended through fiscal 1972 and will be re-funded next year. It also hopes to receive funds under the Intergovernmental Personnel Act.

The program has helped increase employees' interest in their jobs, aided supervisors in their responsibilities, and created a better human relations climate in the Department.

Mr. Gross repeated his praise for the supportive efforts of the Civil Service Task Force.

Mr. Gross introduced Dr. Curry.

Dr. Curry asked the Human Rights Commission's help with future goals in career training and development work of the Department. He described his first involvement with the potentials that were tapped through initial summer youth programs. The Vice-President's program, funded directly from Washington, exists in each state. Its objective is to encourage and enable youth to remain in school. Dr. Curry determined that the summer jobs under that program with his department would have to be meaningful. He directed his staff to involve the youth in actual work experiences, and it was noted that after about four weeks youth interest expanded and regular employees found them valuable assistants.

Dr. Curry stated that he felt that the DPH has actually changed the life pattern for many of these youth, some of whom have been in the program for three successive summers. Some currently are working full-time for the Department, the result of their own interest and the assistance and encouragement of the Department.

Dr. Curry said he would like to see the new S.F. General Hospital's two-year nurses' training program tied in with the Community College, with about half the students being drawn from the ranks of DPH minority youth programs. He also described his other plans to make available a half-work, half-school two-year program for high school students, which would provide them with experience they could use as qualifying background for Civil Service positions. The program would also encourage those interested in health profession careers as well as clerical or secretarial.

Dr. Curry spoke of his deep feelings about the urgency of assistance to those persons who are socially, economically and culturally deprived for education and assistance, stemming from his own personal experience. He said he began work for the DPH many years ago as a dishwasher at San Francisco General Hospital. Dr. Curry said he used to clean off the table at which Dr. Ellis Sox, then a resident physician, whom he eventually succeeded as Director of the Department, had eaten. He said his position at that time was "utter hopelessness" but that through luck, and some work on his own, he got into medical school and got a scholarship. Dr. Curry stated that he didn't have some of the strikes on him that minority young people have today, and that if he "did anything in the Department of Public Health at all" he wanted to get a meaningful and effective training program to change the futures for disadvantaged young people.

*** At this point, Chairman Kingsley turned over the gavel to Commissioner Medearis, who presided in his absence for the rest of the meeting.

Mr. Gross replied to Commissioner Raab's inquiry that there has been some cooperation with the Health Professionals Council on these training efforts, but that there was need for program linkage to get both private and public programs going.

Commissioner Livermore stated that he was concerned that the DPH does not hire enough American Indian people and also that there are no Native Americans listed in the training program, despite the need for health services and training for the American Indian community. Mr. Gross told Commissioner Livermore that the Department would be very glad to have identified for it more Native Americans who could work through, for example, the Community Health Aide Program.

In response to Commissioner Bartlett, Mr. Gross said virtually all trainees are residents of the City.

Commissioner Fine stated that Dr. Curry had voiced feelings that

the Human Rights Commission itself had long been in favor of, i.e. increased training opportunities and career development.

On motion of Commissioner Bartlett,

It was

*** m/s/c That the Human Rights Commission strongly commend Dr. Francis J. Curry, his associates, and the Department of Public Health for their work, and express its assurance of continuing assistance.

YOUTH AND EDUCATION:

Rabbi Alvin I. Fine and Sister Mary Bernadette Giles, Co-Chairmen

- Juvenile Court Study: Interim Report and Recommendations - Commissioner Giles, reviewing the report compiled by Stan Abe.

A copy of this detailed report was provided each commissioner in advance for reference. It is a report submitted by the Juvenile Court Study Sub-Committee of the Youth and Education Committee. (See attachment for full report.)

Mr. Kramer, Director of the Advocate Project, Mr. Wada, a member of the Mayor's Juvenile Delinquency Task Force, and Mr. Corse were present and were introduced.

Commissioner Fine introduced the presentation, paying tribute to Commissioner Giles and the Sub-committee and Mr. Abe for their work.

Commissioner Giles noted certain restrictions the Sub-committee (which did the study at the request of the Citizens for Juvenile Justice) set for itself. It did not study whether placement at the ranches (Log Cabin and Hidden Valley) should be discontinued; it did not study the quality of educational programs at these ranches.

Tribute was paid to the close cooperation of Joseph Botka, Chief Probation Officer of the Juvenile Court.

The concentration of the Sub-committee was on allegations made by Citizens for Juvenile Justice that there had been racial discrimination in the placement policies of the Juvenile Court with respect to juveniles placed both in the ranches and the private out-of-home placement institutions.

Commissioner Giles circulated a copy of an article appearing in the November 12, 1972 San Francisco Examiner, by Dexter Waugh, concerning a hearing before the Joint Finance and Social Service Committee of the Board of Supervisors, at which many of the criticisms of these placement policies arose.

Clarification of the Human Rights Commission's jurisdiction in the area of private placement institutions utilized by the Juvenile Court was made before the study began, and it was determined that they were covered by the Non-Discrimination Ordinance.

Much information on employees and juveniles in the Juvenile Court system was furnished by the Court staff. Information on the private placement institutions was obtained through a survey conducted by Mr. Abe, of the Human Rights Commission staff.

Commissioner Giles referred in her discussion of the full report to the appendices of statistics gathered by staff. Appendix 1 showed, for example, that a much higher proportion of Black juveniles goes to the Log Cabin and Hidden Valley ranches compared

to the White placement there. The Sub-committee stated that despite the statements by Juvenile Court staff that this discrepancy exists because of differences in severity or type of charges and length of probation times between Black and White youths, "there is a sufficiently diverse group of placement institutions and treatment programs available to the Court that such a large discrepancy should not exist."

Commissioner Giles reported that the Sub-committee found no indication that private institutions show racial discrimination in their acceptance policies.

Another area of concern was the employment pattern in Juvenile Court, with the Probation Office having a minority work force of 17.2%; the Juvenile Hall having a 32.8% minority work force; Log Cabin Ranch 42% minority; and Hidden Valley Ranch 19% minority. These figures compare with the minority clientele ratio of approximately 60% of the Juvenile Court.

There were four primary recommendations of the Sub-committee. Summarized, they were:

1. Implementation of an affirmative action program by the Juvenile Court for the placement of juveniles, to more equitably distribute juveniles along racial and ethnic lines between the two ranches and the private out-of-home placement institutions.
2. Priority to be given to utilizing placement institutions in the City and a phasing-out of the use of placement institutions further than 65 miles from the City.
3. Utilization of competent community-based alternative programs, including supportive services, rehabilitation, half-way houses, etc.
4. Expansion of the composition of the Screening Committee of the Juvenile Court in order that minorities may participate on a regular basis.

There were three recommendations on affirmative action in employment:

1. Recruitment and hiring of additional tenured, full-time bilingual staff.
2. Implementation of an Affirmative Action Program in hiring for the Juvenile Court.
3. Implementation of an Affirmative Action Program with each of the private placement institutions utilized by the Court.

The Sub-committee asked that it be allowed to continue its work with the Juvenile Court, and to continue its study in detail, including the Bay Area Social Planning Council's Juvenile Court Study of 1968-1969.

After discussion,

It was

*** m/s/c That the Human Rights Commission endorse the Interim Report and recommendations of the Juvenile Court Study Sub-Committee in principle, and that it authorize staff to work out details with the appropriate parties of the Juvenile Court.

- Pelton Junior High School Status Report - Sister Mary Bernadette Giles

Mr. Ted Carroll, Principal of Pelton Junior High, three parents and two representative of the student body met recently with the Youth and Education Committee to discuss conditions there following the recent repair and rehabilitation. They reported on their program to build up and maintain good school morale and pride in its appearance.

POLICE LIAISON:
Curtis Mc Clain, Chairman

- Budget of the Sheriff's Department

Commissioner McClain first read a proposed Resolution Urging No Reduction in Sheriff's Department Budget 1972-1973. He then introduced Richard G. Zevitz, Confidential Secretary to Sheriff Richard D. Hongisto.

Mr. Zevitz thanked the Human Rights Commission for its interest in the needs of the Sheriff's Department as detailed in its proposed budget. He discussed primarily the supplemental food appropriation request, pointing out that at present 69¢ is allowed per day per inmate for food. It is seeking, through the supplementary request, and in the budget for next year to raise this to \$1.06, which would be on a parity with the budget allocations for food of Alameda and Santa Clara Counties. this request has been recommended by the Mayor to the Board of Supervisors' Finance Committee, which is now considering the Sheriff's Department budget. Also sought, as essential to any food program that can be effective, is a position of chief administrative chef, who would supervise food preparation for the 1,200 to 1,400 persons in the jails on any given day, as well as the persons assigned to kitchen work. The diet at present is minimal in nutrition and amount, e.g. cereal and coffee for breakfast, a hot dog and two slices of bread for lunch, and fish patties and beets for dinner. Not only is the food necessary from a life maintenance standpoint, but also from a morale standpoint, he said. There have been a number of disciplinary problems stemming from the critical food situation. There is food wastage, a lack of centralization in preparation, and these problems have been exacerbated by the rising food costs.

Commissioner Livermore stated that he visits the San Bruno Jail every Monday in connection with the Alcoholism program he directs for American Indians. These men, he said, suffer from mal-nutrition that is attributable to their alcoholism, plus the poor diet available in the jails.

Mr. Zevitz stated that approximately 50% of the population of the County Jail system (which has five facilities) are serving sentences for offenses that are alcohol-related. Some 17% of them are incarcerated under Penal Code Section 647(f), the so-called "common drunk" section. Bernard Diamond, M.D., a clinical psychiatrist at the University of California Medical Center, directs a study still under way which shows that proper diet and medical care (vitamin and glucose injections) could have prevented a substantial number of the deaths in jails of persons there because of alcohol-related offenses. These diet and medical resources are not now available.

It was pointed out that federal legislation does not permit the allocation of surplus government food to the jails because they are not designated as rehabilitation centers. They are presently classed as detention and custodial centers. He characterized the (San Bruno) jail currently as basically a "warehouse, and not a very good warehouse". The Department has aske

help from legislators in getting the jail designations changed.

Mr. Zevitz was asked to respond to a number of questions on the details of the Sheriff's proposed budget, which asks for a total increase over the last fiscal year of \$1,200,000. The food supplementary appropriation request is for \$94,000. Sixty new positions had been asked for. The Mayor's Office approved only the chief administrative chef, but has allotted a number of Emergency Employment Act positions, now being filled with minority personnel. Fifteen jobs have been filled to date, and four more are to be placed.

Mr. Zevitz stated that there was a critical need for replacement of vehicles for transportation. He also pinpointed other areas of need for which personnel have been requested.

He stated that the Sheriff had requested a total food budget of \$584,350, an increase of \$205,000, for the next fiscal year, and the Mayor's Office had approved an increase of \$149,000. Expenditures for food last year were \$385,000. The total amount for the Sheriff's departmental budget approved by the Mayor's Office is \$4,310,789, an increase of \$283,210 over last year. An over-all increase of \$1,200,000 had been requested.

It was pointed out that the Board of Supervisors cannot increase the budget recommended by the Mayor, but only make cuts.

Commissioner Livermore voiced his concerns over restrictions on visitors at the jails, thus denying the inmates access to counseling from community organizations. Mr. Zevitz pointed out the personnel shortages that contribute to these restrictions.

Mr. Zevitz was asked to meet with the Police Liaison Committee and Commissioner Livermore to discuss this particular problem.

Mr. William Carter was introduced. Mr. Carter is an ex-inmate of the City and County Jails, and is on parole from the State Penitentiary. He stressed the critical need for improvement of food, for an improvement of food preparation, and the quality of staff, and strongly criticized physical hygiene conditions.

At the present time, he said, there is no rehabilitation in the jails. Medical attention is seriously lacking. (It required three months for him to see a doctor about his eye problems.) Mr. Carter said he rehabilitated himself, with the help of people outside who took an interest in him. He is now working as a drug abuse counselor, a consultant for the SOS School at Glide Foundation, and a job developer.

Manning Peterson of the Human Rights Commission staff reported that the City presently houses a number of federal prisoners, for whose care it receives no federal compensation funds. An anonymous donor has given \$3,500 to the Sheriff's Department to provide one orange per week for inmates.

It was

*** m/s/c/That the Human Rights Commission endorse the
.. Resolution Urging No Reduction in the Sheriff's
Department Budget 1972-1973. A full copy of the
Resolution is attached to these Minutes.

On the motion of Commissioner Raab,

It was

*** m/s/c That the Human Rights Commission contact California
Congressmen and Senators to explore further the

(Resolution continued)

question of actions needed to get surplus food allotments for the jail, and (at the suggestion of Commissioner Fine) that the Police Liaison Committee be asked to explore with the Mayor's Office further sources of funding.

CONTRACT COMPLIANCE:

- Negotiated Affirmative Action Agreement for Stevens California Enterprises, Candlestick Park Concession

This presentation was postponed to the May 11 Human Rights Commission meeting.

HOUSING AND URBAN DEVELOPMENT:

Louis Heilbron, Chairman

- Sacramento/Stockton Site - City Planning Commission's Action on Preliminary Plan

The plan was turned down last week by the Planning Commission, with a reconsideration vote scheduled for this day, April 27.

Commissioner Heilbron read in full a revised Resolution on the Preliminary Plan for the Sacramento/Stockton Site.

It was

*** m/s/c To adopt this Resolution, a full copy of which is attached to these Minutes. The Resolution calls on the City Planning Commission to approve the boundaries and the preliminary plan of the Sacramento/Stockton site.

- Request to the California Fair Employment Practices Commission

The Committee recommended that the FEPC be asked to assign two of the staff, which it will be receiving July 1 in accordance with the Governor's budget, to affirmative housing action.

It was

*** m/s/c That the Human Rights Commission make this recommendation and that this action be forwarded to other HRC's and related agencies for their consideration of like endorsements.

- The Committee is following housing legislation currently before the Legislature in Sacramento and will report later on its recommendations.

- Report on Individual Housing Problems, First Quarter, 1972 --

This report, by staff member Richard Arnold, was postponed for presentation at the May 11 HRC meeting.

- Bay Area Latin Community's Efforts to Improve the Television Media's Image of La Raza - Shone Martinez

Mr. Martinez described the concerns of the Latin community regarding the depiction of Mexican-Americans and Latinos, and introduced Mr. Manuel Larez, Chairman of La Raza Junta, and District Director of the League of United Latin American Citizens (LULAC).

Mr. Larez stated that his group had been meeting with representatives of the television media concerning initiating programming relating to current rather than past activities of the La Raza community. Channel 9 was receptive, but, despite their interest, nothing took place. There were meetings with Channel 4, which now produces Alma de Bronce, and with Channels 5 and 7. He stated that even now, despite the progress, the media often does not understand what is happening in the Latin community. Mr. Larez called for the media to improve standards of coverage of Latin activities and community interests.

DIRECTOR'S REMARKS

- Director Becker asked that the Human Rights Commission formally express its thanks and appreciation to the HRC secretarial staff for their contributions, noting that this is National Secretaries Week. Rilla Pritchard was present and was introduced as a representative from the HRC office.

It was

*** m/s/c to do so.

- Phil Chin is leaving the Human Rights Commission. He has been a valuable member of the staff as Community Liaison Worker in the Chinatown community. The thanks and good wishes of the HRC were expressed to him.

New Matters

- Commissioner Livermore introduced Ms. Martha Baker, Executive Director of the Urban Indian Health Board, Inc. Ms. Baker described the problems of securing a lease for a facility at 56 Julian Street in San Francisco, the site of the former health clinic of the Bay Area Rapid Transit District. The Human Rights Commission has previously endorsed the proposal for the establishment of the Urban Indian Health Center, which received a planning grant of \$75,000. She explained the details of the lease difficulties with a private firm in San Mateo and asked for Human Rights Commission assistance. The Center hopes to begin its operation May 1.

After considerable discussion by commissioners, Director Becker was asked to take what steps he could to assist the Indian Health Board to obtain the lease it desired without certain clause requirements with which it legally, as a federal grantee cannot comply.

Calendar Matters

The next meeting of the Human Rights Commission will be May 11.
The second May meeting will be May 25.

No Remarks from the Audience

Adjournment

Respectfully submitted,

William Becker
Via Jack Casford

WB:JC:be
(5-2-72)

Attachments: Resolution Urging No Reduction in Sheriff's Department
Budget 1972-1973 (No. 5-72)
Resolution on the Preliminary Plan for the Sacramento/
Stockton Site (No. 6-72)
Juvenile Court Study

CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 MARKET STREET
SUITE 501
SAN FRANCISCO, CALIFORNIA 94103
TELEPHONE 558-4901

RESOLUTION URGING NO REDUCTION IN SHERIFF'S DEPARTMENT BUDGET 1972-1973

No agency concerned with intergroup relations can fail to be concerned with the state of life in our jails and prisons. The Human Rights Commission is therefore deeply concerned with the state of life in the San Francisco County jails. We feel strongly that humane treatment is the foundation of rehabilitation; that jails should not create more criminals.

We believe that the Board of Supervisors is concerned about the decency of standards in the jails and we would support them in a resolve not to make any reduction in the 1972-73 Budget Request of the Sheriff's Office which would interfere with the maintenance of minimally decent living standards for the inmates.

Resolution 5-72

Adopted by the Human Rights Commission April 27, 1972

THE UNIVERSITY OF CHICAGO
LIBRARY
540 EAST 57TH STREET
CHICAGO, ILL. 60637

THE UNIVERSITY OF CHICAGO LIBRARY

TO THE UNIVERSITY OF CHICAGO LIBRARY
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HUMAN RIGHTS COMMISSION OF SAN FRANCISCO

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TELEPHONE 558-4901

RESOLUTION ON THE PRELIMINARY PLAN FOR THE SACRAMENTO/STOCKTON SITE

At its meeting on April 20th the City Planning Commission refused to approve the boundaries and the preliminary development plan for 210 low and moderate income apartments on the Sacramento/Stockton site, which is recommended in the Chinatown Plan developed under the aegis of the Planning Commission.

This disapproval was voted although the specific development plan includes fewer housing units than the zoning for the site permits.

Rejection of the Sacramento/Stockton site by the City Planning Commission follows: (1) the declaration by the Public Utilities Commission that the Kirkland Busyard, prime site for new housing in the Chinatown Plan, would continue to be used for bus storage; (2) the development of the formerly publicly-owned site of the old Hall of Justice into a 500-room luxury tourist hotel; (3) the demolition of the Palm Hotel for a parking lot; and (4) the impending demolition of the International Hotel.

Development of the Sacramento/Stockton site would be the first small step to alleviate overcrowded and substandard living conditions in Chinatown, by constructing 2,300 new units and rehabilitating 1,950 existing units, according to the Chinatown Plan, in the next ten years.

The City Planning Commission's consultants have reported:

"By far, the City's worst housing conditions are found in Chinatown.... Twenty-six percent of the total population lives in overcrowded conditions..., encompassing 3,700 housing units in which are found 17,800 residents. Substandard housing also is widespread...; sixty percent of the total housing stock, or 20,650 units, are included in the Code Enforcement Schedule....

Data on overcrowding indicates that the available housing stock is in short supply...Although the overall area lost only 773 units (between 1960 and 1970), nine key central tracts with high Chinese resident concentration lost a total of 2,363 housing units; new construction of 1,590 units in the Russian Hill and Northern Waterfront areas numerically reduced this loss. However, the new units, almost without exception, were at upper-income and high-middle income levels, providing few opportunities for alleviating Chinatown's problems.

On March 16th, so many people from Chinatown came to support the Sacramento/Stockton site that the hearing before the Social Services Committee of the Board of Supervisors had to be moved to the main chambers of the Board. Spokesmen favoring redevelopment of the site included a solid cross-section of Chinatown organizations. There was no opposition.

On March 20th, the full Board of Supervisors voted unanimously to designate the Sacramento/Stockton site as a redevelopment survey area.

The boundaries and the preliminary plan for the Sacramento/Stockton site had been one of the results of eighteen months work by two Planning Commissioners, Planning Department and other agency staff, the Planning Commission's consultant firm, and representatives of Chinatown organizations who volunteered their time and effort.

The Chinatown community has contributed to the economy, culture and history of San Francisco since the City's earliest days.

San Francisco can no longer claim Chinatown as a tourist attraction, while in Chinatown San Franciscan children are jammed with their parents into one or two substandard rooms and the elderly wait out their last years in dismal warrens

The Human Rights Commission trusts that the boundaries and the preliminary development plan for the Sacramento/Stockton site will be resubmitted to the City Planning Commission. In such event in accordance with our prior actions on this matter, the Human Rights Commission recommends that the City Planning Commission approve the boundaries and the preliminary plan of the Sacramento/Stockton site.

JUVENILE COURT STUDY

INTERIM REPORT AND RECOMMENDATIONS

Human Rights Commission

Submitted by

Juvenile Court Study Sub-Committee of
the Youth and Education Committee

Sub-Committee Members:

Sister Mary Bernadette Giles, Chairwoman
Lewis Allen
Brian Cahill
Gordon Chin
Thorn Corse
Gordon Kramer
Grant Mickins
Phil Nakamura
Andy Petterson
Tony Rodriguez
Thomatra Scott
Yori Wada

HRC Staff Member:

Stan Abe

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1944 REPORT AND RECOMMENDATIONS

Presented to the

Committee

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INTRODUCTION

The primary concern of the Human Rights Commission in this study are the charges of racial discrimination made against the Juvenile Court in its placement policy and the institutions in which juveniles are placed, both the Ranches and the private out-of-home placement institutions. The involvement of the Commission in the Juvenile Court of San Francisco stems from the controversy that developed last year over the continued use of Log Cabin and Hidden Valley Ranches by the Juvenile Court. The attack on the Ranches has included serious charges of racism not only in the running of the institutions, but in the placement of juveniles in the Ranches as well.

The issue came to a head on November 11, 1971, at a joint hearing of the Board of Supervisors' Social Services and Finance Committees. Community groups pressed the charge that minority juveniles, especially Blacks, were being discriminated against because they were sent to the Ranches in much higher proportion than Whites, while minorities were being placed in private placement institutions in much lower proportion than White juveniles. At this hearing, Jean Jacobs of Citizens for Juvenile Justice asked that HRC investigate the private placement institutions to determine whether racial discrimination exists in them.

The Youth and Education Committee of the Commission decided to look into these charges of racism. The Committee met with Jean Jacobs of Citizens for Juvenile Justice and Peter Bull of the Youth Law Center on November 15, 1972. Many questions were raised pertaining to the two ranches and the private institutions that the Court placed juveniles in. After much discussion, the Youth and Education Committee decided to clarify the Commission's jurisdiction in the area of the private placement institutions utilized by the Juvenile Court. After consultation with Mr. Joseph Botka, Chief Probation Officer at the Court, a resolution was introduced to the Human Rights Commission and passed on December 16, 1971, informing the Presiding Judge of the Juvenile Court of the inclusion of the private placement institutions under the jurisdiction of the Non-Discrimination Ordinance and the Human Rights Commission.

On January 5, 1972, Mr. Botka met with the Youth and Education Committee. Mr. Botka had been invited to the November 15th meeting, but was unable to appear. At this meeting, Mr. Botka opened the records of the Court to the Commission. He furnished the Committee with a list of private placement institutions being utilized. Mr. Botka also offered to distribute the HRC Resolution of December 16, 1971, the Non-Discrimination Ordinance of the City and County of San Francisco, and a cover letter explaining the legal requirements of receiving City funds and the HRC's relationship to the private institutions utilized by the Court.

On January 13, 1972, the full Commission authorized a staff investigation into the juvenile detention facilities utilized by the Court. This study included information gathering on both the Juvenile Court (Probation Department, Juvenile Hall and the two Ranches) and the private placement institutions.

Information on employees and juveniles in the Juvenile Court system was furnished by the Court staff. Information on the private placement institutions was obtained through a survey conducted by the Commission staff.

With preliminary research completed, a Juvenile Court Study Sub-Committee was formed and approved by the Youth and Education Committee on March 1, 1972. See Appendix 3 for membership list.

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The Sub-Committee was charged with:

1. Determining whether individual or institutional racial discrimination exists in the Juvenile Court system;
2. Identifying problem areas in the Court system, if any, relating to racial discrimination;
3. Interviewing a wide range of participants in the Court system on the issue of racial discrimination;
4. Developing (if necessary) a comprehensive package of proposals covering the problem areas in the Court system relating to racial discrimination.

The Sub-Committee was formed basically to give a broad perspective on the problem being investigated. The first meeting was held on March 17, 1972.

FINDINGS

Placement Procedure

There is a series of steps that are followed in the Juvenile Court system in taking a juvenile out of his home. Normally, if a Probation Officer feels that a juvenile should be taken out of his home, he first discusses the case with his immediate supervising Probation Officer. If removal seems warranted, the Probation Officer schedules a conference with the Screening Committee. The Screening Committee is made up of the Assistant Chief Probation Officer, Supervising Probation Officer for the Placement Division, a representative of the Psychiatric Clinic, and the Directors of the Ranches; this committee screens all requests for removal from home. The case is discussed with the Probation Officer and a recommendation is made as to whether removal is actually called for. If the recommendation is to remove the juvenile from his home, the Screening Committee will also make a recommendation as to where he should be placed: the home of a relative, a foster home, a private placement school or home, or the Ranches.

It has been found that there are no written policies for the Probation Officers or the Screening Committee to follow in this placement procedure. Though the goal of the Committee is to assist the Probation Officer in making a proper decision about a particular juvenile, realistic problems such as the number of empty beds at the Ranches or in a private placement institution and the cost of placing a juvenile in a certain program are also major concerns for the Committee.

The final decision as to whether a juvenile is to be removed from his home is made by the Judge of the Juvenile Court. The Judge also makes the decision as to whether the placement should be to the Ranches or not. In both decisions, the recommendation of the Probation Officer carries substantial weight. Any recommendations from the Screening Committee are given to the Probation Officer to be used in his presentation at his discretion.

Placement Pattern

As of December 31, 1971, the ethnic breakdown of the total number of juveniles supervised by the Court was as follows:

Placement Pattern Cont'd.

Whites	39.1%
Blacks	47.5%
Spanish Surnamed	8.0%
Asians	2.8%
Other Non-Whites (including Filipinos)	2.6%

As of the same date, the total number of juveniles in placement at the Ranches and in private placement institutions totaled 307. The racial breakdown of this group can be seen in Appendix 2.

As is shown in Appendix 2 a much higher proportion of Black Juveniles go to the Ranches compared to Whites. When the Black proportion going to Out of Home Placements (Private Institutions) is compared to the White, there is a clear discrepancy in the placement of juveniles from the Court.

A number of reasons have been given for this discrepancy by the Juvenile Court staff. These include differences between Black and White juveniles in the severity or type of charges each was picked up for, and the length of time of probation for each. The Court staff felt that, as a whole, Black juveniles were charged more often with assaultive crimes and that Black juveniles tended to build up longer probation time and records than their White counterparts.

The Sub-Committee has reviewed this situation. It basically feels that, for whatever reasons there is a discrepancy in the placement of Black versus White juveniles, there is a sufficiently diverse group of placement institutions and treatment programs available to the Court that such a large discrepancy should not exist.

Private Placement Institutions

The Commission has conducted a survey of the private placement institutions which the Court utilizes. Thirty-five institutions were asked to answer the survey. Twenty-six completed surveys have been returned to the Commission. One institution no longer has an agreement with the Juvenile Court. One survey was sent back because it was incomplete. Three institutions have indicated they will be returning the survey in the near future. Four institutions have not communicated with the Commission in any way about the survey.

Of the surveys which were returned to the Commission, only one institution had an especially low number of minority juveniles (two out of eighty-three or 2.4%). Eight institutions had from 22.5% to 32.0% minorities. Nine institutions had from 37.4% to 46.8% minority clientele. Eight institutions had from 51.3% to 100.0% minority juveniles.

Overall, the private institutions reported fairly large minority clientele with Black juveniles making up a little under one-half of the total minority population of the private institutions. On face value, except for the one institution, the private placements surveyed do not appear to be overtly restricting minority placements.

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Employment Pattern at the Juvenile Court

The Juvenile Court staff is broken into four areas: the Probation Office, Juvenile Hall, Log Cabin Ranch and Hidden Valley Ranch. Complete statistical breakdowns are in Appendix 3.

The Probation Office has 28 minority workers out of a total work force of 163; this constitutes 17.2% of the staff. 10 of the 28 minority workers are in Services. 16 are at the professional level and 2 are supervisors.

At the Juvenile Hall, there is a 32.8% minority work force; 32 of these 39 minority workers are Black. There are 4 Blacks in the 12 Supervisory and Management level positions. There has been a steady decline in Black counselors, working in Juvenile Hall since 1965; it has been estimated that Juvenile Hall was 55% Black from 1955 through 1965. Ethnic data collected by HRC since 1965 show:

1965	47.9% Black Counselors
1968	41.0% Black Counselors
1969	31.5% Black Counselors
1970	29.8% Black Counselors
1971	24.7% Blacks at the Professional level (includes counselors)

At a time when other private and public institutions are actively implementing programs in order to recruit Black and other minority personnel, this situation at the Juvenile Hall is very disturbing.

At Log Cabin Ranch, there are 8 minority workers (7 Black and one "Other") out of a total of 19. At Hidden Valley Ranch, there are 4 minority workers (2 Blacks and 2 "Others") out of 21.

In summary, the Juvenile Court has a very high minority clientele ratio, nearly 60.%. The Court has a much lower ratio of minority personnel, comparatively, especially in the Probation Office. There is also a very definite problem with the loss of Black counselors in the Juvenile Hall. Another problem area is Hidden Valley Ranch, where there is a 77% Black population with very few minority staff members.

Private Placement Institutions Employment Patterns

Of the twenty-five private placement institutions which returned surveys, six institutions range from 3.8% to 10.0% minority staff. Six more institutions range from 12.5% to 16.7% minority staff. Nine other institutions range from 25.0% to 35.0% minority staff. Of these, one institution has an approximately 30% minority staff, but 12 of these 17 minority workers are in service or clerical positions. Four institutions range from 36.7% to 71.5% minority staff.

The major problems that private institutions have mentioned in regards to the recruitment of minority staff are: (1) low pay scales; (2) long distances from minority population centers; (3) lack of minority applicants; (4) lack of qualified minority candidates for professional level positions.

For whatever reasons this situation exists, 12 institutions surveyed have less than 17% minority staff representation. For institutions which care for large numbers of minority juveniles, this is a particularly glaring problem.

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RECOMMENDATIONS

PLACEMENT POLICY:

1. That the Juvenile Court with the HRC implement an affirmative action program for the placement of juveniles from the Court. The goal of the program will be to more equitably distribute juveniles along racial and ethnic lines between the two Ranches and the private out-of-home placement institutions. Goals will be established with the Court for three month periods. The program will be scheduled for one year. All private institutions will be informed of the Juvenile Court affirmative action program in placement and will be required to cooperate by accepting juveniles on a non-discriminatory basis. Goals for the program will be determined by a percentage breakdown of the total juveniles placed in the Ranches and in the private placement institutions. If 29.6% of the total juveniles in these institutions were Black, then the goal for the ranches and the private institutions would be approximately 29.6% over a one year period.
2. That the Juvenile Court implement a policy of utilizing placement institutions (private institutions, foster homes, community based alternative programs and the two ranches) within the City and County of San Francisco on a first priority basis; institutions within fifty driving miles of San Francisco second priority; institutions within sixty-five driving miles of San Francisco third priority; and to phase out ^{the use of} placement institutions outside of sixty-five driving miles of San Francisco within six months. Any exception to the above should be substantiated on the basis of treatment unavailable within sixty-five miles of San Francisco. The Court is also urged to provide or assist in developing treatment facilities within the sixty-five mile radius as need is established.
3. That the Juvenile Court implement as a policy the continued and expanded active encouragement, especially monetary support, and utilization of

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competent community based alternative programs. Services should include: supportive services, rehabilitation, half-way houses and residential homes in order to provide as wide a range of community generated programs as possible in which to place juveniles. An important consideration in this area is the proper evaluation of community based alternative programs and the development of standards for these programs. A mechanism for setting standards and evaluating programs should be developed with a clearly defined structure and procedures.

4. That the Juvenile Court expand the composition of the Screening Committee in order that members of the minority communities may participate on a regular basis on the Screening Committee. The HRC would be responsible for selecting the representatives in consultation with community organizations and for working out details with the Juvenile Court. Representatives should have proven expertise in both community youth programs and in the juvenile justice system.

EMPLOYMENT AFFIRMATIVE ACTION:

1. That the Juvenile Court, with the cooperation of the Civil Service Commission and the HRC, recruit and hire additional tenured, full-time bi-lingual Probation Officers, Counselors and other staff including Chinese speaking, Tagalog speaking, and Spanish speaking staff. Each bi-lingual staff member should be given priority to work with Chinese/Tagalog/Spanish speaking juveniles and/or families involved with the Court. The Probation Officers, Counselors, and other staff should be hired at the earliest possible opportunity. Each bi-lingual staff member should be utilized to his/her fullest capacity in all areas of the Court including the two Ranches.
2. That the Juvenile Court, the HRC and the Civil Service Commission enter into a joint agreement to develop and implement an Affirmative Action Program in hiring for the Juvenile Court. This Affirmative Action Program will include

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up-grading of minorities within the Court staff. The HRC will be responsible for identifying areas of minority under-representation in the Court staff.

3. That the Juvenile Court and the HRC implement a joint Affirmative Action Program with each of the private placement institutions, that the Court utilizes in order that the institutions may have a racially representative staff.

SUMMARY

The Juvenile Court Study Sub-Committee would like to make clear that in no way does it wish this Interim Report and Recommendations to be interpreted as an attempt by either the Sub-Committee or the Human Rights Commission to tell the Juvenile Court how to administer its own institution or programs.

The Interim Report and Recommendations simply points out areas of concern of the Sub-Committee which in most instances are shared by the Juvenile Court staff. The Sub-Committee further feels the recommendations contained herein are reasonable and can be implemented with the cooperation of the Juvenile Court, the HRC and the Civil Service Commission where indicated.

The Sub-Committee feels that frank discussions with the Juvenile Court can lead to mutual agreement and satisfaction in all recommendations made.

The Sub-Committee asks that it be allowed to continue its work with the Juvenile Court. Implementation of the recommendations and a continuing dialogue with the Court are the most important tasks ahead. The Sub-Committee would also like to continue its study, by examining in detail, the Bay Area Social Planning Council's Juvenile Court Study conducted in 1968/69. Several recommendations in the BASPC Study are pertinent and related to the recommendations made in this report. Also, the BASPC Study recommended that the HRC become involved in the Juvenile Court over the question of racial issues. The Sub-Committee would like to pursue this matter further and make a second report on this area.

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APPENDIX 1

Juvenile Court Statistics - December 31, 1971

	Total <u>Juveniles Removed *</u>	Log Cabin & <u>Hidden Valley Ranches</u>	Out-of-Home <u>Placement</u>
WHITES	144 (46.9%)	24 (27.0%)	120 (55.0%)
BLACKS	91 (29.6%)	58 (65.2%)	23 (15.6%)
SPANISH SURNAMED	33 (10.7%)	7 (7.9%)	26 (11.9%)
ASIANS	24 (7.8%)	0 (0.0%)	24 (11.0%)
OTHER NON-WHITES (including Filipinos)	15 (4.9%)	0 (0.0%)	15 (6.9%)
	<u>307 (100.0%)</u>	<u>89 (100.0%)</u>	<u>218 (100.0%)</u>

* Includes Ranches & Private Out-Of-Home Institutions Only

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 六、宗教
 七、藝術
 八、科學
 九、法律
 十、道德
 十一、哲學
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 十三、地理
 十四、生物
 十五、醫學
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 二十、通信
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APPENDIX 2

SAN FRANCISCO JUVENILE COURT - STAFF ETHNIC BREAKDOWN

September 27, 1971

PROBATION OFFICE

	TOTAL	WHITE	BLACK	SPANISH- SURNAMES	OTHER NON-WHITE
Management (above 1st line Supervisor) &	3 100.0	3 100.0	0 0.0	0 0.0	0 0.0
Supervisory (Supervisors, Professional Correctional Staff) &	12 100.0	10 83.3	1 8.3	0 0.0	1 8.3
Supervisory (Supervisors, Services Staff) &	3 100.0	3 100.0	0 0.0	0 0.0	0 0.0
Professional (Practicioners, correctional Services, Parole Officers, DPOs) &	91 100.0	75 82.4	8 8.8	3 3.3	5 5.5
Sub-Professional (Custodial Staff, aides, New Careerists) &	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Services (Clerical, Culinary, Housekeeping, Maintenance) &	54 100.0	44 81.5	3 5.6	2 3.7	5 9.3
TOTAL	163	135	12	5	11
&	100.0	82.8	7.4	3.1	6.7

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JUVENILE HALL

	TOTAL	WHITE	BLACK	SPANISH-SURNAME	OTHER NON-WHITE
Management (above 1st Line Supervisor) %	5 100.0	5 100.0	0 0.0	0 0.0	0 0.0
Supervisory (Supervisors, Professional Correctional Staff) %	8 100.0	6 75.0	2 25.0	0 0.0	0 0.0
Supervisory (Supervisors, Services Staff) %	4 100.0	2 50.0	2 50.0	0 0.0	0 0.0
Professional (Practitioners, Correctional Services, Parole Officers, DPOs) %	81 100.0	57 70.4	20 24.7	3 3.7	1 1.2
Sub-Professional (Custodial Staff, Aides, New Careerists) %	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Services (Clerical, Culinary, Housekeeping, Maintenance) %	21 100.0	10 47.6	8 38.1	2 9.5	1 4.8
TOTAL %	119 100.0	80 67.2	32 26.9	5 4.2	2 1.7

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LOG CABIN RANCH

	TOTAL	WHITE	BLACK	SPANISH-SURNAME	OTHER. NON-WHITE
Management (above 1st Line Supervisor) %	1 100.0	1 100.0	0 0.0	0 0.0	0 0.0
Supervisory (Supervisors, Professional Correctional Staff) %	3 100.0	3 100.0	0 0.0	0 0.0	0 0.0
Supervisory (Supervisors, Services Staff) %	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Professional (Practicioners, Correctional Services, Parole Officers, DPOS) %	9 100.0	3 33.3	6 66.7	0 0.0	0 0.0
Sub-Professional (Custodial Staff, Aides, New Careerists) %	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Services (Clerical, Culinary, Housekeeping, Maintenance) %	6 100.0	4 66.7	1 16.7	0 0.0	1 16.7
TOTAL	19 100.0	11 57.9	7 36.8	0 0.0	1 5.3

HIDDEN VALLEY RANCH

	TOTAL	WHITE	BLACK	SPANISH-SERRAVALLE	OTHER NON-WHITE
Management (above 1st Line Supervisor) %	1 100.0	1 100.0	0 0.0	0 0.0	0 0.0
Supervisory (Supervisors Professional Correctional Staff) %	3 100.0	2 66.7	0 0.0	0 0.0	1 33.3
Supervisory (Supervisors, Services Staff) %	1 100.0	1 100.0	0 0.0	0 0.0	0 0.0
Professional (Practitioners, Correctional Services, Parole Officers, DPOs) %	11 100.0	9 81.8	1 9.1	0 0.0	1 9.1
Sub-Professional (Custodial Staff, Aides, New Careerists) %	2 100.0	2 100.0	0 0.0	0 0.0	0 0.0
Services (Clerical, Culinary, Housekeeping, Maintenance) %	3 100.0	2 66.7	1 33.3	0 0.0	0 0.0
TOTAL	21	17	2	0	2
%	100.0	81.0	9.5	0.0	9.5

APPENDIX 3

JUVENILE COURT STUDY SUB-COMMITTEE

Sister Mary Bernadette Giles Chairwoman	Co-Chairman, Youth & Education Committee
Lewis Allen	Member, Youth & Education Committee Counselor, John O'Connell School
Brian Cahill	Executive Director, San Francisco Boys' Home
Gordon Chinn	Youth Organization Worker Human Rights Commission
Thorn Corse	Counsel, Bank of America Chairman, Implementation Committee Bay Area Social Planning Council Juvenile Court Study Committee
Gordon Kramer	Member, Youth & Education Committee Director, The Advocate Project
Grant Mickins	Deputy Director San Francisco Criminal Justice Council
Phil Nakamura	Member, Youth & Education Committee Parole Agent, California Youth Authority
Andy Petterson	Supervising Probation Officer, Placement Division Juvenile Court
Tony Rodriguez	Program Coordinator Mission YMCA
Thomatra Scott	Youth Program Specialist Western Addition E. O. C. Youth Center
Yori Wada	Director, Buchanan YMCA Member, Mayor's Juvenile Delin- quency Task Force

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RECOMMENDATIONS

PLACEMENT POLICY:

1. That the Juvenile Court with the HRC implement an affirmative action program for the placement of juveniles from the Court. The goal of the program will be to more equitably distribute juveniles along racial and ethnic lines between the two Ranches and the private out-of-home placement institutions. Goals will be established with the Court for three month periods. The program will be scheduled for one year. All private institutions will be informed of the Juvenile Court affirmative action program in placement and will be required to cooperate by accepting juveniles on a non-discriminatory basis. Goals for the program will be determined by a percentage breakdown of the total juveniles placed in the Ranches and in the private placement institutions. If 29.6% of the total juveniles in these institutions were Black, then the goal for the ranches and the private institutions would be approximately 29.6% over a one year period.
2. That the Juvenile Court implement a policy of utilizing placement institutions (private institutions, foster homes, community based alternative programs and the two ranches) within the City and County of San Francisco on a first priority basis; institutions within fifty driving miles of San Francisco second priority; institutions within sixty-five driving miles of San Francisco third priority; and to phase out ^{the use of} placement institutions outside of sixty-five driving miles of San Francisco within six months. Any exception to the above should be substantiated on the basis of treatment unavailable within sixty-five miles of San Francisco. The Court is also urged to provide or assist in developing treatment facilities within the sixty-five mile radius as need is established.
3. That the Juvenile Court implement as a policy the continued and expanded active encouragement, especially monetary support, and utilization of

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competent community based alternative programs. Services should include: supportive services, rehabilitation, half-way houses and residential homes in order to provide as wide a range of community generated programs as possible in which to place juveniles. An important consideration in this area is the proper evaluation of community based alternative programs and the development of standards for these programs. A mechanism for setting standards and evaluating programs should be developed with a clearly defined structure and procedures.

4. That the Juvenile Court expand the composition of the Screening Committee in order that members of the minority communities may participate on a regular basis on the Screening Committee. The HRC would be responsible for selecting the representatives in consultation with community organizations and for working out details with the Juvenile Court. Representatives should have proven expertise in both community youth programs and in the juvenile justice system.

EMPLOYMENT AFFIRMATIVE ACTION:

1. That the Juvenile Court, with the cooperation of the Civil Service Commission and the HRC, recruit and hire additional tenured, full-time bi-lingual Probation Officers, Counselors and other staff including Chinese speaking, Tagalog speaking, and Spanish speaking staff. Each bi-lingual staff member should be given priority to work with Chinese/Tagalog/Spanish speaking juveniles and/or families involved with the Court. The Probation Officers, Counselors, and other staff should be hired at the earliest possible opportunity. Each bi-lingual staff member should be utilized to his/her fullest capacity in all areas of the Court including the two Ranches.
2. That the Juvenile Court, the HRC and the Civil Service Commission enter into a joint agreement to develop and implement an Affirmative Action Program in hiring for the Juvenile Court. This Affirmative Action Program will include

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up-grading of minorities within the Court staff. The HRC will be responsible for identifying areas of minority under-representation in the Court staff.

3. That the Juvenile Court and the HRC implement a joint Affirmative Action Program with each of the private placement institutions, that the Court utilizes in order that the institutions may have a racially representative staff.

SUMMARY

The Juvenile Court Study Sub-Committee would like to make clear that in no way does it wish this Interim Report and Recommendations to be interpreted as an attempt by either the Sub-Committee or the Human Rights Commission to tell the Juvenile Court how to administer its own institution or programs.

The Interim Report and Recommendations simply points out areas of concern of the Sub-Committee which in most instances are shared by the Juvenile Court staff. The Sub-Committee further feels the recommendations contained herein are reasonable and can be implemented with the cooperation of the Juvenile Court, the HRC and the Civil Service Commission where indicated.

The Sub-Committee feels that frank discussions with the Juvenile Court can lead to mutual agreement and satisfaction in all recommendations made.

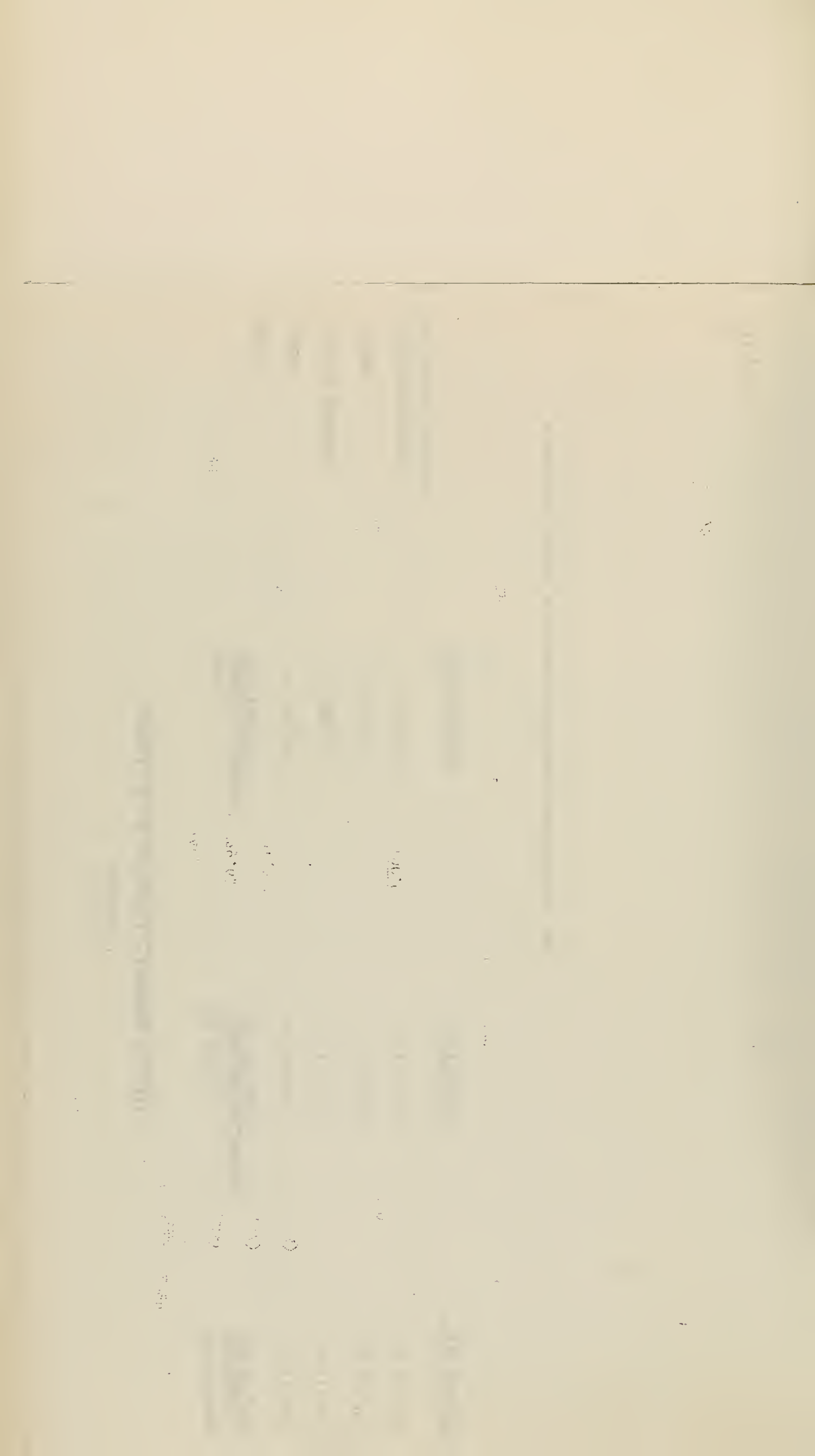
The Sub-Committee asks that it be allowed to continue its work with the Juvenile Court. Implementation of the recommendations and a continuing dialogue with the Court are the most important tasks ahead. The Sub-Committee would also like to continue its study, by examining in detail, the Bay Area Social Planning Council's Juvenile Court Study conducted in 1968/69. Several recommendations in the BASPC Study are pertinent and related to the recommendations made in this report. Also, the BASPC Study recommended that the HRC become involved in the Juvenile Court over the question of racial issues. The Sub-Committee would like to pursue this matter further and make a second report on this area.

APPENDIX 1

Juvenile Court Statistics - December 31, 1971

	Total <u>Juveniles Removed *</u>	Log Cabin & <u>Hidden Valley Ranches</u>	Out-of-Home <u>Placement</u>
WHITES	144 (46.9%)	24 (27.0%)	120 (55.0%)
BLACKS	91 (29.6%)	58 (65.2%)	33 (15.1%)
SPANISH SURNAMED	33 (10.7%)	7 (7.9%)	26 (11.9%)
ASIANS	24 (7.8%)	0 (0.0%)	24 (11.0%)
OTHER NON-WHITES (including Filipinos)	15 (4.9%)	0 (0.0%)	15 (6.9%)
	<u>307 (100.0%)</u>	<u>89 (100.0%)</u>	<u>218 (100.0%)</u>

* Includes Ranches & Private Out-Of-Home Institutions Only



APPENDIX 2

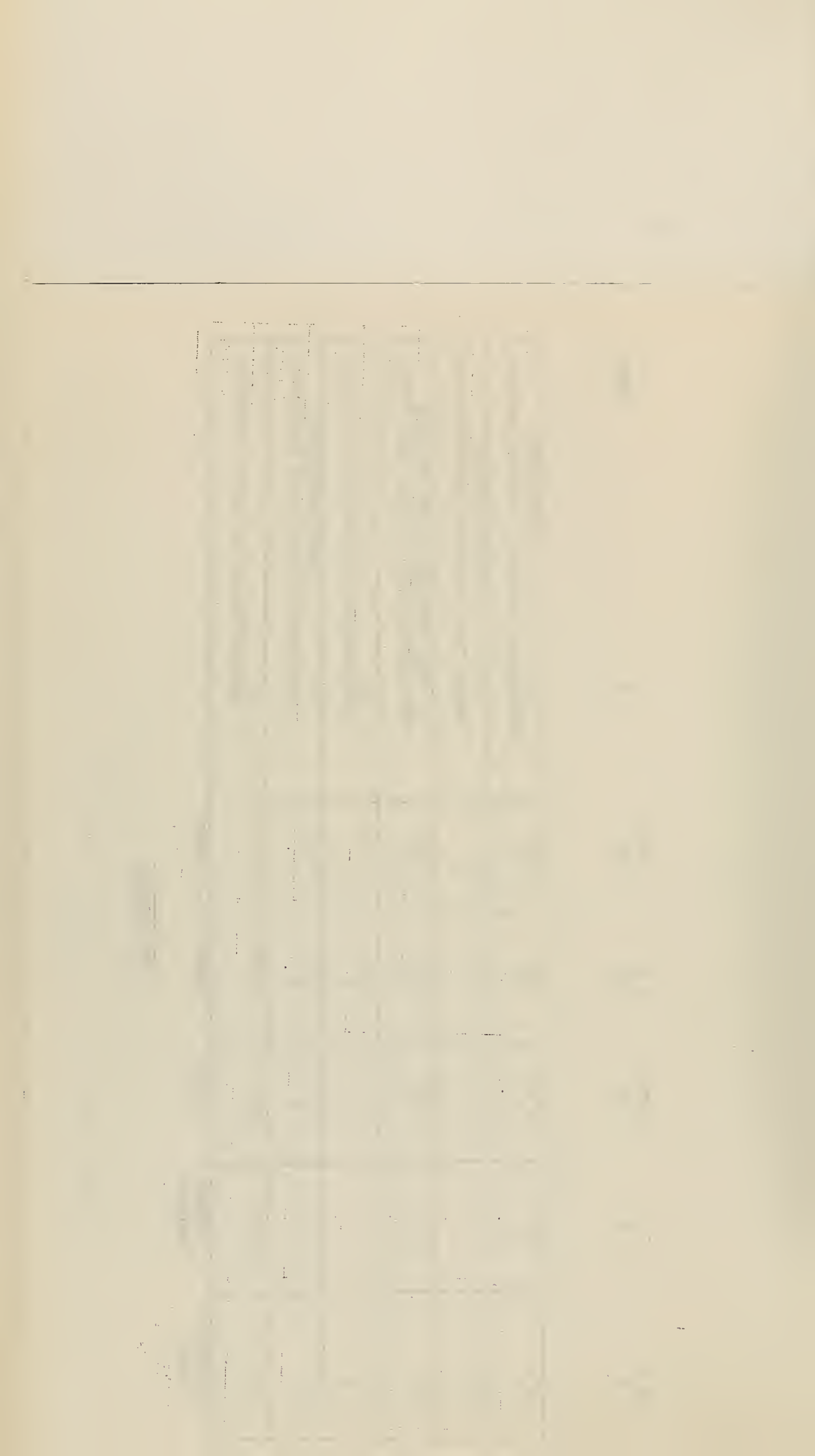
SAN FRANCISCO JUVENILE COURT - STAFF ETHNIC BREAKDOWN

September 27, 1971

	<u>PROBATION OFFICE</u>				
	TOTAL	WHITE	BLACK	SPANISH-SURNAME	OTHER NON-WHITE
Management (above 1st line Supervisor) &	3 100.0	3 100.0	0 0.0	0 0.0	0 0.0
Supervisory (Supervisors, Professional Correctional Staff) &	12 100.0	10 83.3	1 8.3	0 0.0	1 8.3
Supervisory (Supervisors, Services Staff) &	3 100.0	3 100.0	0 0.0	0 0.0	0 0.0
Professional (Practitioners, correctional Services, Parole Officers, DPOs) &	91 100.0	75 82.4	8 8.8	3 3.3	5 5.5
Sub-Professional (Custodial Staff, aides, New Careerists) &	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Services (Clerical, Culinary, Housekeeping, Maintenance) &	54 100.0	44 81.5	3 5.6	2 3.7	5 9.3
TOTAL	163	135	12	5	11
&	100.0	82.8	7.4	3.1	6.7

JUVENILE FALL

	TOTAL	WHITE	BLACK	SPANISH-SURNAME	OTHER NON-WHITE
Management (above 1st Line Supervisor) %	5 100.0	5 100.0	0 0.0	0 0.0	0 0.0
Supervisory (Supervisors, Professional Correctional Staff) %	8 100.0	6 75.0	2 25.0	0 0.0	0 0.0
Supervisory (Supervisors, Services Staff) %	4 100.0	2 50.0	2 50.0	0 0.0	0 0.0
Professional (Practitioners, Correctional Services, Parole Officers, DPOs %	81 100.0	57 70.4	20 24.7	3 3.7	1 1.2
Sub-Professional (Custodial Staff, Aides, New Careerists) %	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Services (Clerical, Culinary, Housekeeping, Maintenance) %	21 100.0	10 47.6	8 38.1	2 9.5	1 4.8
TOTAL %	119 100.0	80 67.2	32 26.9	5 4.2	2 1.7



LOG CABIN RANCH

	TOTAL	WHITE	BLACK	SPANISH-SURNAME	OTHER-NON-WHITE
Management (above 1st Line Supervisor) %	1 100.0	1 100.0	0 0.0	0 0.0	0 0.0
Supervisory (Supervisors, Professional Correctional Staff) %	3 100.0	3 100.0	0 0.0	0 0.0	0 0.0
Supervisory (Supervisors, Services Staff) %	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Professional (Practitioners, Correctional Services, Parole Officers, DPOS) %	9 100.0	3 33.3	6 66.7	0 0.0	0 0.0
Sub-Professional (Custodial Staff, Aides, New Careerists) %	0 0.0	0 0.0	0 0.0	0 0.0	0 0.0
Services (Clerical, Culinary, Housekeeping, Maintenance) %	6 100.0	4 66.7	1 16.7	0 0.0	1 16.7

TOTAL	%	19 100.0	11 57.9	7 36.8	0 0.0	1 5.3
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HIDDEN VALLEY RANCH

	TOTAL	WHITE	BLACK	SPANISH- SRRNAME	OTHER NON-WHITE
Management (above 1st Line Supervisor) %	1 100.0	1 100.0	0 0.0	0 0.0	0 0.0
Supervisory (Supervisors Professional Correctional Staff) %	3 100.0	2 66.7	0 0.0	0 0.0	1 33.3
Supervisory (Supervisors, Services Staff) %	1 100.0	1 100.0	0 0.0	0 0.0	0 0.0
Professional (Practitioners, Correctional Services, Parole Officers, DPOs) %	11 100.0	9 81.8	1 9.1	0 0.0	1 9.1
Sub-Professional (Custodial Staff, Aides, New Careerists) %	2 100.0	2 100.0	0 0.0	0 0.0	0 0.0
Services (Clerical, Culinary, Housekeeping, Maintenance) %	3 100.0	2 66.7	1 33.3	0 0.0	0 0.0
TOTAL	21	17	2	0	2
%	100.0	81.0	9.5	0.0	9.5

The first part of the paper is devoted to a discussion of the
 various methods which have been proposed for the determination of
 the rate of reaction between a solid and a liquid. It is shown that
 the most reliable method is that of measuring the change in weight
 of the solid as the reaction proceeds. This method is applicable to
 all cases in which the solid is insoluble in the liquid. It is
 also applicable to cases in which the solid is soluble in the liquid,
 provided that the solid is of a known weight and that the liquid is
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 soluble in the liquid, provided that the solid is of a known weight
 and that the liquid is of a known volume.

APPENDIX 3

JUVENILE COURT STUDY SUB-COMMITTEE

Sister Mary Bernadette Giles Chairwoman	Co-Chairman, Youth & Education Committee
Lewis Allen	Member, Youth & Education Committee Counselor, John O'Connell School
Brian Cahill	Executive Director, San Francisco Boys' Home
Gordon Chinn	Youth Organization Worker Human Rights Commission
Thorn Corse	Counsel, Bank of America Chairman, Implementation Committee Bay Area Social Planning Council Juvenile Court Study Committee
Gordon Kramer	Member, Youth & Education Committee Director, The Advocate Project
Grant Mickins	Deputy Director San Francisco Criminal Justice Council
Phil Nakamura	Member, Youth & Education Committee Parole Agent, California Youth Authority
Andy Petterson	Supervising Probation Officer, Placement Division Juvenile Court
Tony Rodriguez	Program Coordinator Mission YMCA
Thomatra Scott	Youth Program Specialist Western Addition E. O. C. Youth Center
Yori Wada	Director, Buchanan YMCA Member, Mayor's Juvenile Delin- quency Task Force

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Figure 2. (a) Schematic of the experimental setup. (b) Schematic of the experimental setup.

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JOHN C. HARTMAN
JAMES E. HARTMAN
JAMES F. HARTMAN
JAMES G. HARTMAN

1. The first step is to identify the problem or question that needs to be answered. This involves understanding the context and the specific requirements of the task.

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Minutes of Meeting of May 11, 1972

DOCUMENTS

MAY 30 1972

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* NEXT MEETING: May 25, 1972 *
* Thursday *
* Main Library, Civic Center *
* Commission Room, Third Floor *
* 9:30 A.M. *

ROLL CALL

Commissioners

Present: Rev. Victor L. Medearis (presiding), Rev. George Bedford, John Y. Chin, Rabbi Alvin I. Fine, Joseph Garcia, Louis Garcia, Sister Mary Bernadette Giles, Louis Heilbron, Mrs. Mattie Jackson, Earl Raab

Excused: Very Rev. C. Julian Bartlett, Leonard Kingsley, Earl Livermore, Curtis McClain, Louis Simon

Staff: William Becker, Director, Stan Abe, Richard Arnold, Berta Barajas, David Bracker, Jack Casford, Kenneth Cummins, Gerard Feliciano, Stanley Lim, Lucie Lovell, Manning Peterson, Mrs. Gail Roberts, Tony Scheibelhut, Edward Vurek, Ms. Edith Witt

- Mr. Kenneth Cummins, Account Clerk, who has just joined the HRC staff under the Emergency Employment Act program, was introduced.
- Ms. Lucie Lovell, who has been a member of the City-Wide Youth Council staff, assigned by the Economic Opportunity Commission, is leaving the Council. Director Becker paid tribute to her for her work on behalf of the Council.

PLEDGE OF ALLEGIANCE

Minutes of April 27, 1972 approved, with one correction: on page 5, under YOUTH AND EDUCATION - Juvenile Court Study: in the second line of the fourth paragraph, in parentheses, the clause "at the request of" was changed to "on the recommendation of" so as to read "(which did the study on the recommendation of the Citizens for Juvenile Justice)", etc.

COMMUNICATIONS

- To Assemblymen Leon Ralph and Leo T. McCarthy, member and chairman, respectively, of the Committee on Labor Relations, regarding AB 791, which would permit any commissioner of the State Fair Employment Practice Commission to file a complaint initiating investigation of alleged job discrimination and enforcement of the State's FEPC law. The letter from the HRC asked that the bill be amended to extend the same authority to FEPC with respect to housing.
- From Assemblyman Ralph, in response to the above, stating that though he understood the HRC concerns, an amendment of that scope requiring more staff and funding for FEPC would kill the bill (which he introduced). He suggested that the HRC recommendation would best be accomplished by introducing separate legislation, and noted that he could not introduce any more bills this session but would keep the HRC's recommendation in mind for introduction next session.
- From Assemblyman Willie L. Brown, Jr., in response to the HRC's letters to him, stating his agreement that if the Legislature holds interim hearings on the work of the Fair Employment Practice Committee, housing should be included as well as employment.
- From Kenneth Babb, Director, San Francisco Bail Project, announcing that Commissioner Sister Mary Bernadette Giles is a new member of the Project's Board.

- From Ralph Kauer, Assistant Superintendent, San Francisco Unified School District, thanking Mrs. Gail Roberts for her contribution to a report of the Facility Planning Sub-Committee to the Board of Education.
- From Assemblyman Willie L. Brown, Jr., commending the HRC for its support of bilingual education programs, and enclosing a copy of his letter to the U.S. Office of Education in support of such programs and a copy of a bill he recently introduced to provide State support for bilingual education for San Francisco's Filipino students.
- From John D. Berry, Executive Director, Economic Opportunity Council of San Francisco, a copy of a letter sent also to the Editor of the San Francisco Chronicle, written to clarify wording in a Chronicle story on the firemen's training program that described it as "a Special City program for minorities." Mr. Berry stated that this and all components under the EOC's Concentrated Employment Program are open to persons of all racial and ethnic backgrounds, the only eligibility requirements relating to those persons' present ECONOMIC situation.
- From David Bracker, a student intern with the HRC from the Graduate School of Social Welfare of San Francisco State College. Mr. Bracker who has been working on projects in the field of housing under the supervision of Ms. Edith Witt, the HRC Housing Representative, expressed his thanks for the work experience he gained during his HRC assignment. Director Becker stated that the HRC greatly appreciated the work Mr. Bracker had accomplished during his internship and that if it could count on future interns working as effectively and conscientiously, it would indeed be fortunate. Mr. Bracker has been hired by the County of San Mateo Catholic Social Services agency to develop a Community Services Division. He was introduced and applauded by the Commissioners.

COMMITTEE REPORTS

EMPLOYMENT:

Very Rev. C. Julian Bartlett, Chairman

- Progress Report on Banks as of May 11, 1972 - Gerard Feliciano

This is the second report made by Mr. Feliciano, an Affirmative Action Officer with the HRC. Mr. Feliciano's report shows the progress made as of May 11, 1972 on work which was begun in October 1971 to apply the City's Nondiscrimination Ordinance and affirmative action requirements to nineteen banks holding some \$200 million in City deposits. In his report, Mr. Feliciano announced that the HRC has entered into a cooperative working relationship with all nineteen banks, and that the agency has now been able to move from the data collection process to developing affirmative action programs.

The full copy of this progress report is attached to these Minutes.

Mr. Feliciano's report acknowledged the help of City Treasurer Thomas C. Scanlon and Commissioner Bartlett.

There was discussion following Mr. Feliciano's presentation, largely on the work force breakdown of Chinese and Japanese banks.

Commissioner Raab stated that it was the basic thrust of the HRC for integration as far as possible in all banks.

In the fifteen "traditional" banks (excluding the four Asian banks), said Mr. Feliciano, the total work force is approximately 21,000, broken down as follows:

14,600 Non-Minority	3,100 Oriental
1,670 Black	16 American Indian
1,500 Spanish-Surnamed	

- Ethnic Survey of Construction Workers in
City-Funded Projects - Spring 1972 - Stanley Lim

The last such report was made in October of 1971. These statistics cover the month of March 1972. The survey is based on data from seven major City-funded construction projects. The statistics were given in comparison with like figures in September 1971, as last reported to the HRC.

Highlights of Mr. Lim's report:

- Minority apprentices still command a majority -- 36 out of 66, or 54.5%, compared with 52.9% in September.
- Though the number journeymen was reduced, due to completion or near completion of some projects, minority journeymen gained slightly, from 32.2% to 34.5%.
- Total workmen in all classifications (apprenticeable crafts, laborers, teamsters, and field and office personnel) totaled 600. Minorities in March numbered 261, or 43.5% of the total compared with September 1971, when the figures were 331 (of 739 total), or 44.8%.

Mr. Lim reported that the HRC's main efforts in construction contract compliance still focus on major projects, where the length of construction rather than dollar value is the determining factor for getting maximum results. Though substantial progress has been made in promoting equal opportunities for all ethnic groups in the City-funded construction projects, he said, much work remains to be done to achieve a true racial balance in all crafts and classifications.

A copy of the full report is attached to these Minutes.

- Negotiated Affirmative Action Agreement for Stevens California Enterprises, Candlestick Park Concessionaire - Commissioner Joseph Garcia

In negotiations involving the culinary unions, the vendors' unions, the contractor, and representatives of the Bayview-Hunters Point Model Cities Agency, plus the HRC, a tri-partite agreement for the hiring of 25 Black Hunters Point residents by the concessionaire was reached. With final agreement with the vendors' union, the complete package hopefully will be signed the week of May 15, so the Board of Supervisors may be advised to approve the contract, which is for the professional football season for twenty years.

HOUSING AND URBAN DEVELOPMENT:
Louis Heilbron, Chairman

- Recommendations to Support AB 1687 and 1878

Each of these measures, introduced respectively by Assemblyman John J. Miller with a number of colleagues, and by Assemblyman Miller alone, contains a section declaring the intent (of the Legislature, i.e., the State) not to occupy (or pre-empt) the "whole field of remedying segregation and discrimination in housing" and providing that "any city or county or city and county may adopt fair housing legislation and carry out fair housing programs augmenting the efforts of the State Fair Employment Practice Commission."

Commissioner Heilbron noted that one of the stumbling blocks to the ability of local communities to implement fair housing practices through locally-passed legislation has been the pre-emption by the State in this field under the Rumford Act.

These bills would permit the City and County of San Francisco, for example, to enact supplementary legislation in the housing field without going contrary to State law.

On recommendation of the Committee,

It was

*** m/s/c that AB 1687 and AB 1878 be endorsed, with the suggestion to the bills' proponents that there be added the phrase "or appropriate regional authority covering metropolitan areas" following the designations of city, county, or city and county.

- Regarding Resolution of November 1971 by Supervisor Francois in the Board of Supervisors' Planning and Development Committee

In November 1971, Supervisor Terry Francois requested that the Planning and Development Committee of the Board of Supervisors "inquire into the question of whether the urban renewal programs in Western Addition A-2 and Hunters Point are likely to produce new segregated racial ghettos if present practices are continued with respect to tenant selection and setting priorities."

On November 16, 1971, that Committee continued the matter to give concerned agencies and community groups time to discuss the question.

On April 18, 1972, at a hearing on this request, Supervisor Francois proposed that a Study Committee on this question be set up by the Board of Supervisors to bring back before the Planning and Development Committee a resolution establishing such a Study Committee, to comprise such public agencies as the Redevelopment Agency, the Mayor's Office, the Housing Authority, the Planning Commission, the HRC, and community representatives from such groups as the Western Addition Project Area Committee, the Hunters Points/Bayview Joint Housing Committee, the International Longshoremen's and Warehousemen's Union, and perhaps others.

It was

*** m/s/c that the HRC support, in principle, such a Resolution (scheduled to be presented the week of May 15 before the Planning and Development Committee), to establish a Study Committee which will draw up a recommended plan to achieve racially-balanced neighborhoods in San Francisco, with special attention to the Western Addition and Hunters Point.

- Report on Sacramento/Stockton Site - Commissioner Chin

Commissioner Chin reviewed the history of planning for a low and moderate-income housing construction project at this site, and of its first rejection by the City Planning Commission. The HRC Resolution of April 27, 1972, recommended that the Planning Commission approve the boundaries and preliminary plan of the Sacramento/Stockton site. The Planning Commission approved the boundaries. The project is therefore under way again, but the Planning Commission has yet to approve the preliminary plan.

- Report on Individual Housing Problems, First Quarter 1972 - Richard Arnold

Mr. Arnold is a Housing Worker on the HRC staff. This report was prepared to indicate how staff responds to individual housing problems. From statistics compiled by Mr. Arnold during the first quarter of this year, the report shows that 82 individual housing problems were handled by staff, almost all of them referred from other sources.

Of the 82 HRC cases in three months -- for an average of 27 per month, up from last year's average of 20:

53 involved tenant-landlord rights

24 involved discrimination (9 unlawful: race, religion, national origin)
(5 lawful: children, sex, age, etc.)

5 were miscellaneous.

Mr. Arnold stressed that the statistics in his report do not adequately reflect the true picture of the extent of housing discrimination in San Francisco, since many people do not (for a variety of reasons) file complaints, and the subtleties of discriminatory practices make them very difficult to prove, often making it not evident to the applicant that discrimination is being practiced. In addition, other public and private agencies, besides the HRC, receive complaints of discrimination.

YOUTH AND EDUCATION:

Rabbi Alvin I. Fine and Sister Mary Bernadette Giles, Co-Chairmen

- Proposed Statement on the School District Program for the Gifted

Commissioner Fine referred to copies provided the Commissioners of a proposed letter to be sent to Dr. David Sanchez, President of the San Francisco Board of Education, by Chairman Kingsley, regarding the present discussion of the Program for Gifted Children. A resolution introduced recently to the Board by one of its members, Dr. Eugene Hopp, and which was not voted on but postponed for action to the May 11 meeting, would create seminar centers for the gifted at five junior high schools in the City -- schools to which participants would be bused. Given the racial makeup of the schools selected, said Commissioner Fine, most of those being bused to the centers would be minority children. An alternate approach to the Program for the Gifted is that it be expanded to be offered to all junior high schools.

The HRC at its December 16, 1971 meeting, urged the School District to make a strong commitment to Programs for the Gifted and to make this commitment manifest by greater program funding and the assignment of adequate personnel.

The proposed letter Commissioner Fine referred to had been brought to the HRC because of the postponement until that evening (May 11) of Board action on this issue.

It was

*** m/s/c that the HRC reaffirm its previous position as stated in the proposed letter on Programs for the Gifted.

It was announced that Ms. Anne Wallach, a teacher at Lowell High School and a member of the Advisory Committee on Programs for the Gifted, who had been scheduled to speak during this presentation, was not present at this time.

- Handbook of Family Planning and Venereal Disease Resources for Persons Under 18 - Lucie Lovell

Ms. Lovell, a member of the staff of the City-Wide Youth Council, described the project she has been working on for several months -- that of compiling an information booklet, to be distributed (in two separate versions) to youth-serving agencies and to high school students in San Francisco, providing a listing of resources for young people under 18 seeking the following kinds of assistance: contraceptive devices and counseling; venereal disease tests and treatment; pregnancy tests; and abortion and pregnancy counseling.

Ms. Lovell visited each of the 50 resources the handbook lists, which include clinics, social agencies, and referral sources such as switchboards.

Ms. Lovell stated that the booklet is intended only to provide information and its purpose is not advocacy.

If approved by the School District, it would be distributed to young people in the 9th to 12th grades, some 25,000 in the City, beginning in September, hopefully before.

A private source will pay printing costs of \$650.

Commissioner Joseph Garcia stated that Ms. Lovell should be commended for her work, and he was echoed by Commissioner Fine, who cited Ms. Lovell's work as the kind of effort, energy, and thoughtfulness that young people are channeling into constructive purposes. He paid tribute also to the initiative and self-sufficiency of the City-Wide Youth Council.

- Requesting Endorsement of SB 364 (increasing apportionment for mentally gifted minors) and AB 1875 (establishing a three-year bilingual program for Filipino pupils in San Francisco)

Commissioner Fine referred to detailed analyses of these bills provided in advance to the Commissioners, and discussed their provisions, aided by Ms. Gail Roberts.

It was

*** m/s/c that the HRC endorse SB 364 and AB 1875.

- Report on American Indian Excerpts from Textbook Critiques
- Report on Books Adopted by the State Curriculum Commission

Both of these items were postponed until Commissioner Livermore could be present for the discussion.

- Commissioner Heilbron reopened the discussion of Programs for the Gifted, and was given a description of "total impact classes" by Commissioner Fine and Ms. Roberts.

There followed discussion of how gifted children are defined and recommended for the Program; how State guidelines apply; of the ethnic balance proposals for the Program for the Gifted, etc. Contributing to the discussion also was Commissioner Jackson, who voiced concern over intelligence tests (IQ Tests) and their use in determining participants in programs for the gifted. Commissioner Fine stated that it is one of the recommendations of the Youth and Education Committee that the State Department of Education develop new measures aimed at isolating the factors that will identify gifted minority children.

Commissioner Raab suggested that the HRC apply one of its traditional concepts to this issue by asking the Youth and Education Committee to explore the idea of a full-range affirmative action program with respect to gifted children, with a look at preparation for gifted program instruction.

Commissioner Fine announced that the Committee presently is working on a set of guidelines (for recommendation to the full HRC for adoption) dealing precisely with these issues.

- At this point Ms. Anne Wallach arrived at the meeting and was introduced to speak.

Ms. Wallach asked to respond to what she termed an ambiguity in one portion of the proposed letter to Dr. Sanchez, and to two other portions she termed inaccurate. Ms. Wallach said she worked with the sub-committee that drafted the HRC's report on the gifted, but said she had not had the opportunity to read the total HRC position on elementary programs.

Ms. Wallach referred to the HRC's expressed concern (quoting from the proposed letter) about program implications "as they would affect racial/ethnic minorities," and that "limiting of the seminar centers to four or five schools rather than including all junior highs would have an adverse affect on the remaining schools, increasing the differences among schools." She said that the program as now proposed would be totally integrated. Commissioner Fine noted that the term "differences" referred to quality. Ms. Wallach said that before the total impact classes went into effect a year ago, 2% of the participants were Black children; this year, she said,

there are 19% Black children. The Spanish-speaking children have increased from about 1% to 5%.

Commissioner Fine responded to Ms. Wallach's comments. He said that the concerns about "differences: were relative to the effect the removal of gifted programs and gifted children from certain schools would have on the schools and the children remaining there.

Prolonged discussion followed on points Ms. Wallach raised. Ms. Wallach stated that the proposal to the Board under discussion did not limit participation in the seminar centers to pupils enrolled in the five junior highs, but offered three options to parents for their children. Commissioner Giles referred again to the HRC's stated concern in the proposed letter of the adverse effect such a limitation, which the Committee felt was the plan component, would have on excluded schools with a high proportion of Black children.

It was

*** m/s/c that there be reconsideration of the motion voted earlier to approve the proposed letter as originally drafted.

It was

*** m/s/c that the HRC authorize the Committee on behalf of the HRC to redraft its letter to Dr. Sanchez for delivery to him that evening and "reaffirm its recommendation that the San Francisco Unified School District expand its programs for the gifted, but . . . also urge that no policy or program be considered that would have an adverse effect on minority group students in our public schools."

POLICE LIAISON:

Curtis McClain, Chairman

- Report postponed to the next HRC meeting.

DIRECTOR'S REMARKS

- Director Becker made the announcements regarding Ms. Lucie Lovell and Mr. Kenneth Cummins referred to in the opening portion of these Minutes.

NO NEW MATTERS

CALENDAR MATTERS

- The next meeting of the HRC will be May 25, 1972.

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully submitted,

WB:JC:afs

William Becker
via Jack Casford

Attachments:

Progress Report on Banks as of May 11, 1972

Ethnic Survey of Construction Workers in City-Funded Projects, Spring 1972

Report on Individual Housing Problems, First Quarter 1972

CITY AND COUNTY OF SAN FRANCISCO

M E M O R A N D U M

From the Office of the
HUMAN RIGHTS COMMISSION

1095 Market Street - #501
San Francisco 94103
558-4901

To: All Commissioners

From: Gerard Feliciano
Affirmative Action Officer

Date: May 11, 1972

Re: PROGRESS REPORT ON BANKS AS OF MAY 11, 1972

Since my last report, we have entered into a cooperative working relationship with all the banks with whom the City has funds on deposit. This relationship has made it possible for us to move from the data collection process to the step of developing affirmative action programs. In this we have been aided by support of City Treasurer Scanlon and by Commissioner Bartlett.

Our progress has also been aided by some changes in our initial approach:

1. We have modified the questionnaire from that suggested by EEOC to one which is more functional and relevant to the banking system;
2. We have agreed to develop affirmative action programs individually with each bank to meet its needs, rather than to insist on an affirmative action agreement.

The 15 traditional banks, as a group, have improved their minority employment record more than many people in the community realize, averaging out between 25 and 30% of the current work force. The deficiencies are in terms of the levels of jobs and the under-representation of some ethnic groups.

We are also finding it possible to use the good experience and techniques of the banks which have made the most progress in minority employment as guides to those banks which still have some way to go. In this the cooperation of the banks with good performance is crucial.

The information contained in the questionnaire, which is the first step in the process, provides us with the key data required to conduct an analysis of the banks' employment patterns, work force statistics, hiring and recruitment practices, and written Affirmative Action Programs and helps us to identify possible deficiencies. If our findings indicate that some deficiencies do exist, we meet with the bank executives to discuss the area(s) of concern. When necessary, recommendations and technical assistance are provided by our office to help improve and stimulate their Affirmative Action Program efforts. Our office has recently provided all the banks with: (1) a copy of "Principles for Affirmative Action in Employment", an educational document laying out the background philosophy of such programs; (2) "San Francisco Population Estimates", to be used as a gauge for establishing goals against which to measure progress; (3) "An Affirmative Action Goals and Timetables Worksheet", a self-awareness planning tool which can be used to implement and stimulate their efforts in equal employment opportunity.

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540 EAST 57TH STREET
CHICAGO, ILL. 60637

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I. Identification of Deficiencies Found Includes:

Low overall minority work force.

"Under-utilization" of minorities in specific work classifications.

Tests not validated in relation to position requirements and job performance.

Inadequate use of minority referral sources.

Data too informal to provide a sound evaluation of the effectiveness of their Affirmative Action Program.

No "written" Affirmative Action Program - only policy statement provided.

II. Human Rights Commission Action Taken:

I have been successful in persuading most of the bank executives to eliminate some of their employment entrance requirements; i.e. to substitute work experience in lieu of a high school diploma; to discontinue use of tests that are not job-related and which may be culturally biased, and to make a special effort to hire more bilingual staff necessary to effectively serve a client population which is not proficient in English; and, most important, to motivate and expedite the development and execution of a sincere plan of action that will qualify as an effective Affirmative Action Program.

III. Required Contents of Affirmative Action Program (AAP):

This is a set of specific and result-oriented procedures which an employer commits himself to apply in a good faith effort. The objective of those procedures, plus such efforts, is equal employment opportunity. An acceptable Affirmative Action Program must include an analysis of areas within which the employer's work force is deficient in the utilization of minority groups and, further, establish goals and timetables to which the employer's good faith efforts will be directed to correct the deficiencies and to increase the utilization of minorities at those levels of his work force where deficiencies exist.

IV. Development And Execution Of Affirmative Action Program:

When we find that an employer lacks the required contents of an AAP, our office has been providing technical assistance to assure that the effective standards are applied in the development and implementation of his AAP.

V. Human Rights Commission Monitors Affirmative Action Program:

When the banks submit Affirmative Action Programs that meet our requirements, we are able to monitor the progress and effectiveness of their programs on a quarterly basis, and, on a continuous basis, assist whenever problems arise concerning recruitment and employment of minority group persons.

Names of Banks:

Bank of America	Chartered Bank of London
Barclays Bank of California	Bank of Montreal
Bank of California	Redwood Bank
California Canadian Bank	Security Pacific National Bank
Bank of Canton	Sumitomo Bank
Crocker Bank	Bank of Tokyo
First Western Bank & Trust Company	Union Bank
Hibernia Bank	United California Bank
Hong Kong Bank of California	Wells Fargo Bank
Liberty National Bank	

The following indicates the progress made and undertaken to date:

STATUS	BANKS
Affirmative Action Questionnaires Received	All 19
"Written" Affirmative Action Programs Approved	4
Affirmative Action Programs not yet "written" (in process of negotiation and development)	15
Good Minority Employment Record	
35% - 43% minority work force	3
Fair Minority Employment Record	
22% - 34% minority work force	12
Poor Minority Employment Record	
7% - 21% minority work force	4

MEMORANDUM

From the Office of the
HUMAN RIGHTS COMMISSION

1095 Market Street - #501
San Francisco 94103
558-4901

TO: Human Rights Commissioners

FROM: Stanley Lim
Contract Compliance Committee

Date: May 11, 1972

Re: Ethnic Survey of Construction Workers in City Funded
Projects - Spring, 1972

INTRODUCTION:

For the past two years, ethnic surveys of construction workers in City funded projects were made on an annual basis. Last October, when the previous survey was made, it was announced that subsequent reports will be submitted on more frequent intervals. With the added staff, we're now able to present them semi-annually. This shall consider the "spring" edition; the statistics covered the entire month of March.

The purpose of these surveys is of course to keep the Commission informed in our construction affirmative action front. Another function is that it can help staff to better plan their monitoring. Since the last report, some new projects have been added. At the same time, we've also added a new staff member. In addition to this staff member, Ms. Renee Thompson is also handling some construction projects.

The system of reporting ethnic work force breakdown has also been changed. As of November 1971, general contractors and subcontractors will not have to indicate the number of bodies on the job, but they're required to give a total man-hour for each ethnic group for each month. This payroll record concept works more accurately than just the body count method. This survey reflects the full-time equivalent workmen (total accumulated hours, or otherwise noted) during the month of March 1972.

The following is a summary, tables of ethnic breakdown and a complete list of projects:

SUMMARY:

1. This survey is based on statistics from the following on-going projects: Army Street Circle Rechannelization Contracts III & IV, Bayview Elementary School, Candlestick Park Expansion, Diamond Heights High School, Market Street Reconstruction Contract I, San Francisco Medical Center, San Francisco International Airport Terminal Roads. No statistics submitted because of shut downs are: Airport North Terminal Foundation and Airport Rotunda "A".

2. The total number of construction workers in the apprenticeable classifications (table I) has decreased by 21.6%, from 526 in September to 412 in March. Total ethnic minorities in the same group also decreased from 169 to 141, but minorities now comprise a greater percentage, 34.1% compared to 32% in September 1971.

An explanation for the decrease of the total number of workmen is due to the completion of two larger projects since the last report -- San Andreas Water Filtration Plant and City College Creative Arts Building, and the near completion of Candlestick Park.

3. The overall journeymen to apprentice ratio is 253 to 66 or better than 4:1. The last report was 369 to 70, or 5:1.

Some crafts have a better ratio than others because of a more active apprenticeship program. For example, electricians, elevator constructors and carpenters all have exceeded the State law, which required 5:1 ratio in public works projects. Operating engineers and iron workers have a much wider ratio. This may also be due to some contractors limiting the number of journeymen per job in order to avoid the need of apprentices.

4. Minority apprentices still command the "majority", 36 out of 66 or 54.5%. Last September was 37 out of 70 or 52.9%. Spanish Surnamed youths now account for 10.6% of the apprentices. Oriental 9.1%, Black 27.3%, American Indian and other non-white 7.5%. The last survey showed Spanish Surnamed 10%, Oriental 5.7%, Black 35.7% and American Indian 1.5%.

5. As noted above (item 2) as some of the jobs are completed or near completion, the number of journeymen has also reduced from the previous report of 369 to 253. However, minority journeymen gained slightly percentage-wise, from 32.2% to 34.5%.

6. As to upgrading from journeymen to foremen classification, minority gain is not as fast as apprentices or as journeymen. The current survey of 19.4% minority foremen, an increase from 16.0% in September, is barely equal to the 19.8% minority foremen reported in November, 1970.

7. In the non-apprenticeable trades, which traditionally have large numbers of minorities, also showed a corresponding decrease from a total of 213 in September to 157 in March. Minorities occupied 119 or 75.8% of the total teamsters, hod carriers and laborers, included foremen categories.

8. Total workmen in all classifications, apprenticeable crafts, non-apprenticeable categories and field personnel totaled 600. Minorities numbered 261 or 43.5% of the total. The last report's overall total was 739 with 331 or 44.8% minorities.

9. Two new classifications -- field supervision and field office personnel -- which have direct involvement in the course of construction, have been added to this report for the first time. Except for one (1) Spanish Surnamed office personnel, no other minorities are represented.

CONCLUSION:

As in the past two years, our main efforts in construction contract compliance still focused in "major projects", where the length of construction, rather than dollar value, in which we can get maximum result is the determining factor.

While statistics indicate that substantial progress has been made in promoting equal opportunities for all ethnic groups in the City funded construction projects, but much work remained to be done in order to achieve a true racial balance in all crafts and classifications.

ETHNIC SURVEY OF CONSTRUCTION WORKERS IN CITY FUNDED PROJECTS - FOR MARCH 1972

Table 1

TRADES	TOTAL JOURN.	SP. SUR.	ORI.	BLK.	AM. IND.	CAU.	TOTAL APPR.	SP. SUR.	ORI.	BLK.	AM. IND.	OTHER N.W.	CAU.
Bricklayers	3					3	19						5
Carpenters	62	7			2	43	1		3	8	2	1	1
Cement Masons	36	6	5	5		8	12						1
Electricians	12		3	19		12	10	1		3			8
Elevator Constructors ¹	11	1				10	10	4	1		2		3
Iron Workers	43	7		7		29	4			3			1
Glaziers ²	3	2				1	1		1				
Operating Engineers	32	4		2	1	25	1		1				
Painters/Tapers	1					1							
Plasterers/Lathers	4	2		1		1	7			3			7
Plumbers/Steamfitters	29	2	2	8	1	25	10	2					5
Roofers ³	12					3	2	1					
Sheet Metal Workers	2					2	1						
Sprinkler Fitters	2					2							
Tile Setters	1					1							
TOTAL	253	31	10	42	4	165	66	7	6	18	4	1	30
PERCENTAGE	100%	12.2%	3.9%	16.9%	1.5%	65.5%	100%	10.6%	9.1%	27.3%	6.0%	1.5%	45.5%

- 1 Involved in trade dispute since March 22. Workmen reported here represent 3 weeks full-time work only.
- 2 Represents only 24 hours total during March.
- 3 Roofers represent less than 200 total hours.

Sl:be
4-24-72

ETHNIC SURVEY OF CONSTRUCTION WORKERS IN CITY-FUNDED PROJECTS - FOR MARCH 1972 (Table 2)

TRADES	TOTAL		AV.				
	FOREMEN	SP. SUR.	ORI.	BLK.	IND.	CAU.	
Bricklayers	--			3		13	
Carpenters	16			2		3	
Cement Masons	5					14	
Electricians	14					1	
Elevator Constructors ¹	1					22	
Iron Workers	24	2					
Glaziers ²	--						
Operating Engineers	11	2			1	8	
Painters/Tapers	1					1	
Plasterers/Lathers	--					8	
Plumbers/Steamfitters	10	2				1	
Sheet Metal Workers	1					2	
Sprinkler Fitters	2						
Tile Setters	--						
Roofers ³	8	1		5		2	
TOTAL	93	7	--	10	1	75	
PERCENTAGE	100%	7.5%	--	10.8%	1.1%	80.6%	

- 1 Involved in trade dispute since March 22. Workmen reported here represent three weeks full-time work only.
- 2 Represents only 24 hours total during March.
- 3 Roofers represent less than 200 total hours.

SL:be
5-8-72

ETHNIC SURVEY OF CONSTRUCTION WORKERS IN CITY FUNDED PROJECTS - FOR MARCH 1972 (Table 3)

	TOTAL	SP. SUR.	ORI.	BIK.	AM. IND.	CAU.	TOTAL WORKMEN	SP. SUR.	ORI.	BIK.	AM. IND.	CAU.
NON-APPRENTICEABLE TRADES												
Hod Carriers	11			3	1	7	5	34	2	2	70	3
Laborers							126					20
Teamsters							15					3
TOTAL	11	--	--	3	1	7		30	2	77	--	31
Field Superintendent	17					17						
Field Office Personnel	14	1				13						
TOTAL	31	1	--	--	--	30						

SL:be
5-8-72

CONSTRUCTION PROJECTS MONITORED BY THE CONTRACT COMPLIANCE STAFF OF THE HUMAN RIGHTS COMMISSION

From: Stanley Lira
Date: April 4, 1972

	<u>Project Name & Location</u>	<u>Awarding Department</u>	<u>General Contractor</u>	<u>Length of Construction</u>	<u>% Completed As Of 3/31/72</u>
1.	Army St. Circle Contract III (\$2,850,000)	Public Works	Engstrum & Nourse 1303 Underwood San Francisco	550 calendar days	60%
2.	Army St. Circle Contract IV (\$865,000)	Public Works	Hensel Phelps 1290 Baysshore Burlingame	280 calendar days	25%
3.	Candlestick Park Expansion (\$11,495,000)	Stadium, Inc. (Backed by City Bond)	Williams & Burrow 500 Harbor Blvd. Belmont	3 years	95%
4.	Diamond Hts. High School (\$7,900,000)	Public Works	Cahill Construct. 425 California San Francisco	18 months	60%
5.	Bayview Elem. School Flora & Pomona (\$1,836,000)	Public Works	S.J. Amoroso Construction 348 Hatch Dr. Foster City	425 calendar days	5%
6.	Market St. Beautification 5th to 7th Sts. (\$2,070,692)	Public Works	McGuire & Hester 769 - 66th Ave. Oakland	365 calendar days	3%
7.	Market St. Beautification Contract 2 Front to 5th Sts. (\$2,464,000)	Public Works	McGuire & Hester (Named as low bidder)	365 calendar days	Contract not yet awarded.

1890-1891

1891-1892

1892-1893

1893-1894

1894-1895

1895-1896

1896-1897

1897-1898

1898-1899

1899-1900

1900-1901

1901-1902

1902-1903

1903-1904

1904-1905

1905-1906

<u>Project Name & Location</u>	<u>Awarding Department</u>	<u>General Contractor</u>	<u>Length of Construction</u>	<u>% Completed As Of 3/31/72</u>
8. SF Int'l. Airport Terminal Rds. (\$9,592,600)	Airport Commission	Homer J. Olsen 2726 Lynch Wy. Union City	3 years	30%
9. SF Airoort Rotunda "A" (\$3,685,793)	Airport Commission	Arntz Bros. Construction Co. 4 Joseph Ct., San Rafael William Simpson 760 Harrison San Francisco	18 months	50% (Job shut down As of 3/13/72)
10. SF Medical Center (\$27,000,000)	Public Works		4 years	20%
11. San Andreas Water Filtr. Plant Milbrae, Ca. (\$7,482,000)	Public Works	Engstrum & Mourse 1303 Underwood San Francisco	3 years	95%
12. Southeast Water Polut. Plant (Solids Removal) (Macroscopic) (\$375,230)	Public Works	Scott Co./Cahill JV 1919 Market St. Oakland, Ca.	15 months	Not yet started.
13. Geary Blvd. Underpass At Masonic Ave. (\$3,694,000 for Contract I) (\$150,000 for Contract II)	Public Works	(Bids to be opened on 5/10/72.)	---	---
14. Hunters Pt. Reservoir (\$300,000)	Water Dept.	(Bids to be opened on 4/13/72)	---	---

1881-1882

1883-1884

1885-1886

1887-1888

1889-1890

1891-1892

1893-1894

1895-1896

1897-1898

1899-1900

1901-1902

1903-1904

1905-1906

1907-1908

1909-1910

1911-1912

1913-1914

1915-1916

1917-1918

1919-1920

1921-1922

1923-1924

1925-1926

1927-1928

1929-1930

1931-1932

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INDIVIDUAL HOUSING PROBLEMS REPORT - FIRST QUARTER 1972

Prepared by: Richard Arnold April 20, 1972
For The Housing and Urban Development Committee
Human Rights Commission
1095 Market Street
San Francisco, California 94102
558-4901



CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
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SAN FRANCISCO, CALIFORNIA 94103
TELEPHONE 558-4901

INDIVIDUAL HOUSING PROBLEMS REPORT-First Quarter 1972

1. Introduction

The Human Rights Commission receives calls for information and help regarding many kinds of individual housing problems even though we were not established as a complaint or case-work agency. Since we are a government agency, the callers expect us to respond to them as citizens, and for that reason we do.

The purpose of this report is to provide some insight into the Commission's role and response to individual housing problems. Through an analysis of the problems received during the first three months of 1972, we should have a better understanding of what happens when a person calls HRC with a housing problem.

2. How do the people get to HRC?

Almost all of the callers are referred to HRC through some other sources. During the first three months of 1972, HRC received 82 individual housing problems. Of the 82 problems, 44 or 53% were referred to HRC by Operation Sentinel. The other 38 problems came from a variety of sources such as the Better Business Bureau, HUD, HRC Commissioners and staff, the telephone directory, etc.

3. How many and what kinds of problems do we get?

The following is a statistical analysis and classification of the kinds of problems received by HRC during the first three months of 1972:

TOTAL PROBLEMS	<u>Number</u>	<u>Percentage</u>
Tenant-Landlord Rights	<u>53</u>	64%
Tenant-Landlord Relations (deposits, lease, etc.)	26	
Evictions	16	
Repairs & Services	1	
Rent Increases	7	
Need housing	3	
Discrimination	<u>24</u>	<u>29%</u>
Unlawful: race, religion, national origin	9	10%
Lawful: children, sex, age, etc.	15	18%
Miscellaneous	<u>5</u>	
TOTAL	82	100%

Due to the existence of Operation Sentinel, the number of individuals calling about housing problems has increased from an average of 20 per month in 1971 to about 27 per month in the first three months of 1972.

In the area of discrimination, lawful discrimination problems are on the increase, i.e., discrimination against families with children because of age, sex, or marital status.

There has been a decrease in the number of complaints of unlawful discrimination to HRC because Operation Sentinel refers such complaints in San Francisco to the Council for Civic Unity. However, it should be noted that the staff person at the Council for Civic Unity is leaving at the end of June and there is a question as to who will handle the large volume of discrimination cases. When Operation Sentinel was getting established, it asked HRC to take these complaints, but HRC declined because it is not a complaint agency. Later, Operation Sentinel indicated that it was getting a few non-discrimination housing problems from San Francisco and asked if HRC would take those. HRC agreed as an accommodation, but the number of such referrals has been increasing ever since.

On the other hand, the Council for Civic Unity received 56 housing discrimination referrals from Operation Sentinel during the first three months of 1972 and got four directly, an average of 20 discrimination complaints per month. In addition, FEPC and HUD receive discrimination complaints directly, but the number of these complaints is not available at this time. Roughly half of the housing problems received by Operation Sentinel from San Francisco are non-discrimination problems. This fact reflects that discrimination is only part of the picture which is often overlooked by fair housing groups. Other housing problems have a profound effect on renters and are likely to be as burdensome on minority persons as discrimination is.

4. How does HRC handle individual housing problems?

HRC's response to housing problems is generally to tell people where they can get help and give them information on their rights or the lack of them. Many housing problems are handled by counseling along. For example, when a person calls because he or she has received a notice to move or the owner refuses to rent to him because he is single, the matter is usually handled by counseling and information only. In unlawful discrimination situations a referral is made either to FEPC or HUD, which are the local enforcement agencies. In some situations, additional assistance is provided by accompanying the individual to the enforcement agency.

The handling of individual housing problems is time consuming because of the necessity to sort out the facts in each set of circumstances.

5. Where are the callers referred to for assistance?

Forty-three or 59% of the 82 persons with housing problems were served with counseling and information alone. In the referral category, 10 or 13% were referred to the Neighborhood Legal Assistance Foundation for legal assistance; and 10 or 13% to Small Claims Court, usually for deposit or security problems. The others were referred to one of more than a dozen

different agencies, such as the Fair Employment Practice Commission, Internal Revenue Service (which enforces federal rent regulations), the San Francisco Redevelopment Agency, etc.

6. What happens to the complainant after he calls HRC?

In most cases the results of our referral are unknown. To find out the results would require a time-consuming follow-up mechanism which we do not have. However, we are able to follow-up and get the results of discrimination cases referred to FEPC and HUD for enforcement action. The following are examples of the results of the unlawful discrimination complaints received by HRC:

- a. There were four cases where the complainants, for reasons unknown to us, failed to follow-up by filing an official complaint.
- b. Two cases were referred to FEPC and are still pending.
- c. One case was referred to HUD and is still pending.
- d. One case was referred to a volunteer attorney for the purpose of filing a lawsuit after HUD was unable to conciliate the matter with the respondent.
- e. In one case the individual reported the discrimination but did not want to get involved in filing a complaint.
- f. The final example concerns a case which staff has been working on for several months. It illustrates an approach taken in a housing discrimination situation where there is no bona fide complainant.

This situation arose out of a complaint to HRC by a resident of one of the downtown residence hotels. The resident called HRC and reported that she overheard the manager tell a Black man, who was inquiring about a room, that there were no vacancies, although the manager had just told her that there six vacancies in the hotel. No complaint could be filed against the hotel with FEPC or HUD, due to the lack of a bona fide complainant. In checking on the ownership of the hotel we learned that the owner owned seven other hotels and apartment buildings in the downtown area. We followed

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up with checkers to test the alleged discriminatory practice. Evidence of discrimination was found in one of the three hotels investigated. We then wrote the owner, informing him of the original allegation and our subsequent investigation; and requested the racial and ethnic composition of the tenants in the particular hotels. There have been several exchanges of correspondence and the matter is still pending. The effect of our action to date is that it has brought to the attention of the owner that discriminatory rental practices are unlawful and that the HRC, along with other concerned organizations, is monitoring the rental practices of apartment and hotel owners.

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HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of May 25, 1972

* * * * *
* NEXT MEETING: June 8, 1972 *
* Thursday *
* Main Library, Civic Center *
* Commission Room, Third Floor *
* 9:30 A.M. *
* * * * *

DOCUMENTS

JUN 7 1972

RECEIVED

ROLL CALL

Commissioners

Present: Leonard Kingsley (presiding), Very Rev. C. Julian Bartlett, Rev. George Bedford, Rabbi Alvin I. Fine, Joseph Garcia, Sister Mary Bernadette Giles, Louis Heilbron, Mrs. Mattie Jackson, Earl Livermore, Curtis McClain, Rev. Victor L. Medearis, Louis Simon

Excused: John Yehall Chin, Louis Garcia, Earl Raab

Staff

Present: William Becker, Director, Stanley Abe, Frank Anderson, Ms. Joan Barr, Ms. Seu Chan, Kenneth Cummins, Shone Martinez, Ms. Rilla Pritchard, Wayne Redus, Ms. Gail Roberts, Tony Scheibelhut, Arturo Senires, Ms. Edith Witt

PLEDGE OF ALLEGIANCE

MINUTES OF MEETING OF MAY 11, 1972 APPROVED.

COMMUNICATIONS

The following are communications concerning the possibility of obtaining government surplus food for the jails of the City and County of San Francisco:

- From Robert W. Bushka, Administrative Assistant to Congressman William Mailliard, advising that Section 210 of the Agriculture Act of 1956 provides for government surplus food to be given only to federal and state penal institutions engaging in rehabilitation activity. New York Congressman Edward Koch has introduced H.R. 9281, now pending before the House Committee on Agriculture, Subcommittee on Domestic Marketing, which would provide for the donation of surplus commodities to state and local penal and correctional institutions.
- From Congressman Phillip Burton, enclosing copies of correspondence between himself and the Department of Agriculture, asking if it was the intent of Congress to have surplus foods made available to city and county as well as state and federal jails.

COMMITTEE REPORTS

POLICE LIAISON:

Curtis McClain, Chairman

- Proposition "H" - Commissioner McClain

Commissioner McClain read the proposed Resolution in full.

Commissioner McClain then introduced Sergeant Mike Hebel of the Police Officers' Association. Sgt. Hebel advised that the police force became aware of existing inequities in the present

provisions of the pension plans of the Retirement System when two policemen were killed in the line of duty in September 1971 and January 1972. Both sergeants did not hold their rank for a period of one year. Consequently, their widows did not receive pensions based on their rank as sergeants, but based on the next lower rank (assistant inspector). Proposition "H" would allow the widows and dependent children of police officers killed in the line of duty to receive a pension based on the rank held at the time of death.

It was

*** m/s/c That the Human Rights Commission endorse Proposition "H". A full copy of the Resolution is attached to these Minutes.

- Resolution on Need for Gun Control - Commissioner McClain

Commissioner McClain read the proposed Resolution in full.

Discussion followed as to the various state and federal laws regulating the circumstances under which a person can purchase guns.

Commissioner Fine suggested that the Resolution be amended to read "more effective gun control".

It was

*** m/s/c That the Resolution, as amended, be adopted and that it be sent to state and other appropriate agencies. A full copy of this Resoltuion is attached to these Minutes.

EMPLOYMENT:

Very Rev. C. Julian Bartlett, Chairman

- Legal Aid Society Employment Law Center - Ed Steinman

Dean Bartlett introduced Mr. Steinman.

The Employment Law Center is the first project set up by the Special Projects Section of the Legal Aid Society. Their mandate is to pursue legislative reform in the field of discrimination in employment, as examples, via class actions and lobbying. The LAS Employment Law Center has been working with Director Becker, Frank Anderson and the Civil Service Task Force, and with the Human Rights Commission in the field of contract compliance.

The Employment Law Center is active in the following areas:

1. Affirmative action in minority employment in the construction trades.
2. Affirmative action in upgrading minorities to administrative positions in the San Francisco Unified School District.
3. Affirmative action for minorities in the City's civil service system (which employs approximately 24,000 persons).
4. Concerns regarding the abolition of limited tenure to assure continued employment of those already hired in City civil service.
5. Class actions have been brought on behalf of limited

tenure employees and other employees whose probationary appointments have been terminated.

6. In non-law-suit actions, attempted to obtain better protection for City employees hired under the Emergency Employment Act.
7. Affirmative action for hiring and upgrading Spanish-surnamed persons in federal employment.
8. Legislative change to permit aliens to become federal employees. Aliens are now automatically excluded (by a blanket restriction) from securing such employment.

The Employment law Center is concerned with discrimination in private industry as well.

Commissioner Garcia asked if educational requirements were being used as a means of discrimination. Mr. Steinman replied that these barriers to employment and advancement do exist, and one of the thrusts of the Employment Law Center is to get employers to abandon "traditional" education requirements in favor of "realistic" ones.

READING PANEL

Earl Livermore, Chairman

- Report on American Indian Exerpts From Textbook Critiques --
Report on Books Adopted by the State Curriculum Commission -
Commissioner Livermore

At the Human Rights Commission meeting of March 23, 1972, it was recommended by Commissioner Fine that the Reading Panel, in the interest of better and more general public information, extract from its critiques a number of illustrative items regarding textbook distortions or inaccuracies or omissions about the role of American Indians in this country.

Commissioner Livermore read portions of "Portrayal of American Indians in Textbooks in Use in Eleventh Grade American History Classes in the San Francisco Unified School District in the 1971-72 School Year", a full copy of which is attached to these Minutes.

Commissioner Heilbron commended the work of the Reading Panel. He expressed the hope that textbooks would portray the true historical roles of all groups of people, majority as well as minority, even where not complimentary.

Commissioner Simon asked what steps have been taken to remedy the distribution of the textbooks in question. Commissioner Livermore advised that the situation has been brought to the attention of the State Curriculum Commission, but he was uncertain as to how many minorities sit on this committee.

Commissioner Kingsley asked that the work of the Reading Panel be documented, particularly emphasizing where changes have been made in textbooks or in which textbooks have been withdrawn. Commissioner Giles referred to We, The People and Quest For Liberty, both of which have been substantially revised, and said it would be helpful if the Human Rights Commission to have before them the original and revised versions for comparison.

Ms. Roberts stated that a prior Human Rights Commission Resolution for increased minority participation on State Education Boards and Commissions was adopted. Previously, the State Curriculum Committee had one Black member. There are now five minority members: two Blacks, one Chinese, one Japanese, and one Latino.

Commissioner Bartlett asked what the feeling of the San Francisco Board of Education is, upon receiving the critiques about textbook revision after they have been printed at considerable cost. He further asked if the Reading Panel has the opportunity to review the material before publication. Ms. Roberts advised that the Board of Education has been cooperative in supplying limited copies of textbooks under consideration, but that reviewing a book adequately is a lengthy process. The State Board of Education makes the final decision on textbook publication, after review by the State Curriculum Commission, which receives input from many groups. Director Becker said legislation which could be used to ban the use of "bad" textbooks exists at the state level. Commissioner Heilbron contrasted the use of elementary and secondary textbooks: only those books which are approved can and must be used in elementary schools, but at the secondary level school districts have the option of which books to use.

YOUTH AND EDUCATION:

Rabbi Alvin I. Fine and Sister Mary Bernadette Giles, Co-Chairmen

- Endorsement of Parent Participation Community School
In San Francisco Unified School District - Commissioner Giles

This is an attempt to set up an experimental school which already has the approval of the Board of Education. It began with a group of parents who were interested in developing a school and working with the School District in trying out a new approach in which there would be a great degree of parent participation.

Over the past months, work has been done on curriculum development; devising ways by which they can participate in school programs in a significant way; and working with the teachers and children in a variety of ways. Parents and administrators found they could work together when they had a goal, using the example of the Richmond-Park South Complex.

At the present, it is planned to have kindergarten through sixth grade classes for 300 students. Future involvement is hoped for 90 junior high school students. A report was submitted by the chairman of the parents working on the committee, but his report is uncertain as to the exact number of pupils to be enrolled.

Teachers for the school have already been selected. They will be on the faculty because they want to be. The school building assigned by the Board of Education is the Corbett School. The school is based on open enrollment: parents have been informed about it; applications have been made, children have been screened. Children who will attend presumably will come from all over the city.

It was the concern of the Youth and Education Committee that this not be a "refuge" for those parents who did not want involvement in the present desegregation program. The Youth and Education Committee has been assured by the parents that not only have the state guidelines been adhered to in the racial distribution of the student body, but also the school district guidelines have been adhered to. Therefore, the Parent Participation Community School should be as racially integrated as the other public schools. The parents are enthusiastic about the school. It is ready to go in September.

On recommendation of the Youth and Education Committee, it was

*** m/s/c To endorse the Parent Participation Community School
District in the San Francisco Unified School District.

- Report on Emergency School Assistance Program
Funded Media Project - Ms. Joan Barr

Zone Councils. The seven zone councils of the school district were visited at night meetings. The purpose of the meetings was to inform the members about the Media Program, ask how we could serve the Zones, and distribute copies of our newsletter. The visits were mutually beneficial: the Zones learned about what we could do for them and we gained an invaluable sense of grassroots concerns about education in the City's public schools.

"For Your Information" (FYI). The decision was made to speed up our publishing schedule, in order to distribute a pre-election issue before the June 6 election. The issue contains information pertinent to the school board election, and proposition "N". To reach the widest audience possible, we increased our circulation for this particular issue from 6,000 to 10,000 copies. We feel this newsletter is our most effective effort in furthering the causes of education and integration in San Francisco.

Radio Program. An arrangement has been made for the Human Rights Commission to co-sponsor a ½-hour radio program every week on station KFRC. Since the station's listening audience is mostly young, the programs we help to arrange will focus on youth concerns, including education. Plans have been laid for the first four programs, scheduled to start Sunday, June 18th, at 8:00 a.m.

If the station management deems these programs popular enough to draw a wider audience, they will be rescheduled for a more prime time. In addition to the Media Program, other Human Rights Commission concerns will be highlighted in these programs.

Intern. An intern will be helping with the program starting in June. He is in a graduate program in journalism at Stanford and will work full-time with us until September.

Volunteer. We had a volunteer mother visiting elementary schools for us this Spring, to observe and report on schools we ourselves did not have time to visit. She turned in some excellent reports, and we now have a good impression of the atmosphere in six schools she visited. We may publish excerpts of her reports in our next issue of FYI.

Principals' Workshop. We have arranged to meet with the principal during a school district workshop in August, for the purpose of sensitizing them to what is newsworthy so they can feed stories to the media more knowledgeably. We hope to have representatives from the radio, TV, and newspapers to speak to the principals.

Log of TV, Radio Coverage. We have helped to set up 45 programs since January. One of our recent efforts was to consult with KPIX-TV in the production of three national and local documentaries dealing with the quality of education. One of the programs, "Busing: Some Voices From The South" was aired last Sunday evening. The other two will be aired in June.

HEW Evaluation of our program rates it the best community Emergency School Assistance Program in the city. Our HEW program officer has proposed to the Washington office that Media Programs be set up nationally, with our program as the prototype.

- Request for Endorsement of AB 2284, SB 152, SB 1245,
SB 1264, SB 1457, and AB 673 - Commissioner Giles

Significant details of these bills are outlined in an attachment to these Minutes, "Request for Endorsement of Pending Legislation".

After discussion, it was

*** m/s/c To endorse AB 2284, SB 152, SB 1264, SB 1457, and to endorse with qualification AB 673, with the proviso that AB 673 be amended to omit the addition of the violation of corporal punishment prohibition as a permissible ground for dismissing permanent employees.

*** m/s/c To defer action on SB 1245.

Commissioner Giles pointed out that AB 673 has already been defeated in committee. It was, therefore,

*** m/s/c To take no action on AB 673.

DIRECTOR'S REMARKS:

- Director Becker introduced three University of San Francisco students: Patricia White, Jane McKinnon and Anna Marie Zabala, who did a compilation of the population change by census tract in San Francisco by race as provided by the Census. The Housing and Urban Development Committee will do an analysis of their compilation and will report to the Human Rights Commission in the near future.
- Wayne Redus, Coordinator of Employment, was introduced. Mr. Redus replaces Grant Mickins.
- Director Becker thanked the Commissioners who were able to attend the May 18th meeting of the Social Services Committee of the Board of Supervisors and expressed their opinions on the Kopp Resolution.

NEW MATTERS

- Public reception for Revels Cayton, June 15th was announced by Rabbi Fine.
- The Human Rights Commission will be honored by the Council for Civic unity on June 8th. Details may be obtained by contacting the C.C.U.

CALENDAR MATTERS

- The June meetings of the Human Rights Commission will be the second and fourth Thursdays, June 8 and June 22.
- Director Becker asked that all Commissioners furnish him their vacation schedules.

NO REMARKS FROM THE AUDIENCE.

ADJOURNMENT.

Respectfully submitted,

William Becker
Via Anthony F. Scheibelhut

Attachments:

- 1) Resolution in Support of Proposition "H" (Res. No. 7-72)
- 2) Resolution on Need for Gun Control (Res. No. 8-72)
- 3) Portrqaal of American Indians in Textbooks in Use in 11th Grade American History Classes in SFUSD in the 1971-72 School Year
- 4) Request for Endorsement of Pending Legislation

WB:AFS:be
5-30-72



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RESOLUTION IN SUPPORT OF PROPOSITION "H"

The Human Rights Commission is concerned that the families of police officers killed in the line of duty should not suffer because of rigid rules which govern the amount of the pension to which they are entitled. We therefore urge support of Proposition "H", which provides that the pension shall be based on the rank and salary scale held by the officer at the time of death even if he was not in that rank for a full year.

Resolution No. 7-72
Adopted by HRC 5-25-72

RESOLUTION IN SUPPORT OF THE

The House of Representatives has passed a resolution which would not only prevent the Government from paying the salaries of the members of the House of Representatives but also prevent the Government from paying the salaries of the members of the Senate. This resolution is a direct attack on the Constitution of the United States and is a clear violation of the principles of democracy. It is a gross insult to the people of the United States and to the Government which they have elected to represent them. It is a gross insult to the people of the United States and to the Government which they have elected to represent them.



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RESOLUTION ON NEED FOR GUN CONTROL

The sad occasion of another political shooting, that of George Wallace impels us once again to call on the State and National legislative bodies to enact more effective gun control. There is no good reason why hand guns should be available to anyone with cash to purchase them.

We call on Congress to enact at least the proposed "Gun Control Act of 1968" which, if enacted, would at least prohibit interstate shipment of pistols and revolvers to individuals and out of state purchase of hand guns, rifles, shotguns and ammunition. More effective would be the legislation suggested earlier by then President Johnson to require the registration and licensing of privately owned firearms.

State legislation, in the absense of federal law would also be helpful and should be pushed in Sacramento.

Such effective gun control may not remove all the guns which endanger the lives of the American people, large and small, or white and non-white, but it may keep out of the hands of some sick person that weapon which, otherwise, may shoot down so senselessly the next possible target.

We must start somewhere and we should start now on effective gun control.

100-443887-100

1970-1971, 1971-1972, 1972-1973, 1973-1974, 1974-1975, 1975-1976, 1976-1977, 1977-1978, 1978-1979, 1979-1980, 1980-1981, 1981-1982, 1982-1983, 1983-1984, 1984-1985, 1985-1986, 1986-1987, 1987-1988, 1988-1989, 1989-1990, 1990-1991, 1991-1992, 1992-1993, 1993-1994, 1994-1995, 1995-1996, 1996-1997, 1997-1998, 1998-1999, 1999-2000, 2000-2001, 2001-2002, 2002-2003, 2003-2004, 2004-2005, 2005-2006, 2006-2007, 2007-2008, 2008-2009, 2009-2010, 2010-2011, 2011-2012, 2012-2013, 2013-2014, 2014-2015, 2015-2016, 2016-2017, 2017-2018, 2018-2019, 2019-2020, 2020-2021, 2021-2022, 2022-2023, 2023-2024, 2024-2025, 2025-2026, 2026-2027, 2027-2028, 2028-2029, 2029-2030, 2030-2031, 2031-2032, 2032-2033, 2033-2034, 2034-2035, 2035-2036, 2036-2037, 2037-2038, 2038-2039, 2039-2040, 2040-2041, 2041-2042, 2042-2043, 2043-2044, 2044-2045, 2045-2046, 2046-2047, 2047-2048, 2048-2049, 2049-2050, 2050-2051, 2051-2052, 2052-2053, 2053-2054, 2054-2055, 2055-2056, 2056-2057, 2057-2058, 2058-2059, 2059-2060, 2060-2061, 2061-2062, 2062-2063, 2063-2064, 2064-2065, 2065-2066, 2066-2067, 2067-2068, 2068-2069, 2069-2070, 2070-2071, 2071-2072, 2072-2073, 2073-2074, 2074-2075, 2075-2076, 2076-2077, 2077-2078, 2078-2079, 2079-2080, 2080-2081, 2081-2082, 2082-2083, 2083-2084, 2084-2085, 2085-2086, 2086-2087, 2087-2088, 2088-2089, 2089-2090, 2090-2091, 2091-2092, 2092-2093, 2093-2094, 2094-2095, 2095-2096, 2096-2097, 2097-2098, 2098-2099, 2099-2100, 2100-2101, 2101-2102, 2102-2103, 2103-2104, 2104-2105, 2105-2106, 2106-2107, 2107-2108, 2108-2109, 2109-2110, 2110-2111, 2111-2112, 2112-2113, 2113-2114, 2114-2115, 2115-2116, 2116-2117, 2117-2118, 2118-2119, 2119-2120, 2120-2121, 2121-2122, 2122-2123, 2123-2124, 2124-2125, 2125-2126, 2126-2127, 2127-2128, 2128-2129, 2129-2130, 2130-2131, 2131-2132, 2132-2133, 2133-2134, 2134-2135, 2135-2136, 2136-2137, 2137-2138, 2138-2139, 2139-2140, 2140-2141, 2141-2142, 2142-2143, 2143-2144, 2144-2145, 2145-2146, 2146-2147, 2147-2148, 2148-2149, 2149-2150, 2150-2151, 2151-2152, 2152-2153, 2153-2154, 2154-2155, 2155-2156, 2156-2157, 2157-2158, 2158-2159, 2159-2160, 2160-2161, 2161-2162, 2162-2163, 2163-2164, 2164-2165, 2165-2166, 2166-2167, 2167-2168, 2168-2169, 2169-2170, 2170-2171, 2171-2172, 2172-2173, 2173-2174, 2174-2175, 2175-2176, 2176-2177, 2177-2178, 2178-2179, 2179-2180, 2180-2181, 2181-2182, 2182-2183, 2183-2184, 2184-2185, 2185-2186, 2186-2187, 2187-2188, 2188-2189, 2189-2190, 2190-2191, 2191-2192, 2192-2193, 2193-2194, 2194-2195, 2195-2196, 2196-2197, 2197-2198, 2198-2199, 2199-2200, 2200-2201, 2201-2202, 2202-2203, 2203-2204, 2204-2205, 2205-2206, 2206-2207, 2207-2208, 2208-2209, 2209-2210, 2210-2211, 2211-2212, 2212-2213, 2213-2214, 2214-2215, 2215-2216, 2216-2217, 2217-2218, 2218-2219, 2219-2220, 2220-2221, 2221-2222, 2222-2223, 2223-2224, 2224-2225, 2225-2226, 2226-2227, 2227-2228, 2228-2229, 2229-2230, 2230-2231, 2231-2232, 2232-2233, 2233-2234, 2234-2235, 2235-2236, 2236-2237, 2237-2238, 2238-2239, 2239-2240, 2240-2241, 2241-2242, 2242-2243, 2243-2244, 2244-2245, 2245-2246, 2246-2247, 2247-2248, 2248-2249, 2249-2250, 2250-2251, 2251-2252, 2252-2253, 2253-2254, 2254-2255, 2255-2256, 2256-2257, 2257-2258, 2258-2259, 2259-2260, 2260-2261, 2261-2262, 2262-2263, 2263-2264, 2264-2265, 2265-2266, 2266-2267, 2267-2268, 2268-2269, 2269-2270, 2270-2271, 2271-2272, 2272-2273, 2273-2274, 2274-2275, 2275-2276, 2276-2277, 2277-2278, 2278-2279, 2279-2280, 2280-2281, 2281-2282, 2282-2283, 2283-2284, 2284-2285, 2285-2286, 2286-2287, 2287-2288, 2288-2289, 2289-2290, 2290-2291, 2291-2292, 2292-2293, 2293-2294, 2294-2295, 2295-2296, 2296-2297, 2297-2298, 2298-2299, 2299-2300, 2300-2301, 2301-2302, 2302-2303, 2303-2304, 2304-2305, 2305-2306, 2306-2307, 2307-2308, 2308-2309, 2309-2310, 2310-2311, 2311-2312, 2312-2313, 2313-2314, 2314-2315, 2315-2316, 2316-2317, 2317-2318, 2318-2319, 2319-2320, 2320-2321, 2321-2322, 2322-2323, 2323-2324, 2324-2325, 2325-2326, 2326-2327, 2327-2328, 2328-2329, 2329-2330, 2330-2331, 2331-2332, 2332-2333, 2333-2334, 2334-2335, 2335-2336, 2336-2337, 2337-2338, 2338-2339, 2339-2340, 2340-2341, 2341-2342, 23

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 Market Street, Suite 501
San Francisco 94103
558-4901

PORTRAYAL OF AMERICAN INDIANS

in textbooks in use in eleventh grade American History classes
in the San Francisco Unified School District in the 1971-72 school year

Illustrative Excerpts from Critiques prepared by
multi-ethnic HRC's Reading Panel

TO THE HONORABLE
MEMBERS OF THE
HOUSE OF REPRESENTATIVES
IN SENATE
WASHINGTON, D. C.
JANUARY 10, 1900

THE SENATE
OF THE UNITED STATES
IN SENATE
JANUARY 10, 1900

REPORT
OF THE
COMMISSIONER OF THE
LAND OFFICE
FOR THE YEAR 1899

1. Inaccuracies and Distortions:

- a. History of a Free People by Bragdon (for above average readers) Prologue xii
"(7) Concern for the welfare of others - When Americans lived under frontier conditions, they had to cooperate in order to survive." "(8) Toleration of Differences - To this country have come people of many nations, speaking different languages and practicing different religions. To weld these different groups into the nation, Americans had to learn tolerance." From the tone of these two passages, it is obvious that the Native Americans were not and apparently are not considered "Americans" because they did not enjoy the cooperation and the toleration of differences to which the text referred. Two specific examples are cited as evidence. Columbus considered them "heathens" and was convinced that it was necessary that "they be made to work, sow and do all that is necessary to adopt our ways." In 1829 Andrew Jackson took office as President of the United States. In his message to Congress he recommended that "all Indians be removed Westward beyond the Mississippi," and guaranteed to the Indian Tribes as long as they shall occupy it." He was convinced that Indians and Whites could live together in peace. During his frontier career, he and his soldiers had slain thousands of Cherokees, Chickasaws, Creeks, and Seminoles.
- b. History of a Free People P. 6 "Protection of the Indians and Negroes by the Church although the Indians were subdued and put to work for their conquerors, their interest were guarded by the Roman Catholic Church." Two specific examples illustrate that the interest of the Indians was not, in fact, guarded by the Church. Zumarraga, 1st archbishop of Mexico City, reported the destruction of 500 temples, 20,000 statutes, and huge archives of the hieroglyphics writings in Texcoco. In 1562, the 2nd Bishop of Yucatan, Delanda had all the books of the Mayas in the City of Main publicly burned.
- c. History of a Free People P. 7 "The Missionaries influenced the kings of Spain to issue orders defending Indians from oppression. They taught the Indians agriculture and handicrafts." This inaccurate. The Indians were noted for their expertise in botany, domestication of plants, and in the medicinal use of herbs. There was little the Spanish taught them.
- d. American History for Today by Branson (for below average readers) P. 130 "How did the United States meet Indian threats in the West?" President Washington had good reasons for worrying about the frontier. Thousands of pioneers poured through the mountain passes to make new homes in the western lands. Of course, the Indians were not happy to see so many Americans moving into their hunting grounds.... Treaties were still another way the government tried to keep law and order. But the settlers and Indians did not trust each other. Treaties were aides; this implication is incorrect. Up to 1868 nearly four hundred treaties had been signed by the U.S. Governments with various Indian groups, and scarcely one had remained unbroken.
- e. Background for Tomorrow by Davis (average, below average readers) P. 3 "Starting with the English, whose coming opens this country's history..." When White man was a newcomer, the Indians had been living on this land for many thousand years. At the time of Columbus' discovery of North America in 1492, the cultures of American Indians existed at all stages of development through the complex. More than five hundred different languages were spoken and every category of religions including Monotheism, was practiced. More than two thousand kinds of plant food had been put to use, and economics had been developed for harvesting the products of the seas and lands. Corn, potatoes, peanuts, peppers, squash, tomatoes, and avocados were cultivated by the Indians long before the White man's arrival. Many of America's contributions to medicine date back to the Indians including quinine, cocaine, novocaine, aurare, witch hazel, and petroleum jelly.

2. Omissions:

- a. Background for Tomorrow by Davis (average and below average readers) P. 112 "A New Government" No mention was made of an Indian contribution; many historians believe that the Constitution of the United States and those of several state governments were partly influenced by democratic traditions of Indian societies.
- b. United States History for High School (average readers) and A High School History of Modern America (below average readers) by Shafer, Augsburg, McLemore & Finkelstein P. 172 "For years Florida had been a refuge for runaway slaves, Seminole Indian raiding parties, smugglers, and pirates." There was no mention that the Seminole Indians' land had been taken from them and they were seeking to reclaim what was rightfully theirs.
- c. United States History for High School and A High School History of Modern America Special positive contributions which should have been included are mention of Native American authors and references to the democratic way Indians conducted their tribal government.
- d. United States History for High School and A High School History of Modern America P. 335-339 Omitted were the facts that citizenship status was not extended to the Native American until after he had fought courageously in World War I, and that citizenship in the United States (granted in 1924) was a reward for heroism.
- e. History of A Free People by Bragdon (above average readers) P. 6 "Many conquistadors were certainly cruel; they wiped out some Indian tribes and made slaves of others. Yet a traveler in Mexico in the year 1600-before the English had started a single permanent colony - would have seen aqueducts, theaters, book-shops, a university, great cathedrals, and scores of fine churches." This paragraph makes only limited mention of the fact that when the Spanish marched into Mexico City on Nov. 8, 1519, they were amazed at the bridges, streets, buildings, comparing the city to Venice. Levees protected the city against floods, and drinking water was brought to public fountains by tile pipelines. Hygienic arrangements were more advanced than in Europe; garbage was collected and carried away to the mainland in boats; along the streets were public toilets which were regularly cleaned; streets were paved with brick and were swept clean daily. The marvelous improvements one could see in post-Columbian times existed prior to the coming of the Spanish in contrast to the implication in the text.

3. Stereotyping:

- a. Background for Tomorrow by Davis (average and below average readers) Describing attacks on settlers by Indians without explaining the circumstances and by not mentioning attacks on Indians perpetuates stereotype of "Indian massacres."
- b. History of A Free People by Bragdon (above average reader) P. 8 Topographical Map of United States (6) "The Great Plains ... Inhabited by warlike Indians and thought to be infertile, it was once a barrier to the westward march of the frontier"... Warlike Indians is derogative and is a stereotype; there was no mention that the Indians were defending their homelands.
- c. History of A Free People P. 12 "Man for man, the Indians were better fighters than the White man, more skillful, more insured to hardships, more self reliant,

1. The first part of the report is a general introduction to the subject of the study. It discusses the importance of the problem and the objectives of the research. It also mentions the scope of the study and the methods used.

2. The second part of the report is a detailed description of the experimental work. It includes a description of the apparatus used, the procedure followed, and the results obtained. It also discusses the errors and limitations of the experiment.

3. The third part of the report is a discussion of the results. It compares the results with the theoretical predictions and with the results of other experiments. It also discusses the implications of the results and the conclusions drawn from the study.

4. The fourth part of the report is a conclusion. It summarizes the main findings of the study and states the conclusions drawn from the results. It also mentions the limitations of the study and suggests directions for further research.

5. The fifth part of the report is a list of references. It includes a list of the books, articles, and other sources used in the study.

6. The sixth part of the report is an appendix. It includes a list of the figures and tables used in the study.

7. The seventh part of the report is a list of symbols and abbreviations. It includes a list of the symbols and abbreviations used in the study.

8. The eighth part of the report is a list of the names of the people who helped in the study. It includes a list of the names of the people who helped in the study.

9. The ninth part of the report is a list of the names of the people who helped in the study. It includes a list of the names of the people who helped in the study.

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more daring. But they were divided into scores of tribes and never united for long. The Indian warrior was often unreliable." This broad generalization leads to the stereotype that Indians were primarily warriors and warlike, and were in addition unreliable. No Indian group supported a class of males who were warriors and trained only for battle. Their main education and training was to prepare them for hunting upon which their survival depended.

- d. History of A Free People P. 34 "Two-thirds of Braddocks force were killed or wounded, and he himself was mortally wounded. He was buried on the line of march; the survivors with their baggage trains passed over his grave, obliterating all traces of it, so that the Indian allies of the French might not find the body and mutilate it." This implies that Indians were necro-maniacs and perpetuates the stereotype that Indians were degraded sub-humans; there is no reason for the inclusion of this statement.
- e. United States History for High School (average readers) and A High School History of Modern America (below average readers) by Shafer; Augsburg, McLemore & Finkelstein P. 156 The statement that many of the Indians "had been made drunk before they sold or gave away their lands" perpetuates stereotype of the "drunken Indian."

4. Tone:

- a. United States History for High School (average readers) and A High School History of Modern America (below average readers) by Shafer, Augsburg, McLemore & Finkelstein A negative tone was created, in part, by the use of words such as "hostile Indians" and Indian Problem." The impression of inferiority was generated by the failure to note contributions to American culture or history and the concentration exclusively on the problems of the Indians.
- b. The accumulation of inaccuracies, omissions, and stereotypes created a negative tone in the texts cited.

At the eleventh grade level, books are adopted by the local Board of Education and do not require State approval. These texts have not been revised since the criticisms were leveled.

CITY AND COUNTY OF SAN FRANCISCO

M E M O R A N D U M

From the Office of the
HUMAN RIGHTS COMMISSION

1095 Market Street - #501
San Francisco 94103
558-4901

To: Human Rights Commissioners

Date: May 19, 1972

From: Youth and Education Committee

Re: Request for Endorsement of Pending Legislation

The Youth and Education Committee recommends to the Human Rights Commission at its May 25th meeting endorsement of bills related to three areas of Commission concern: bilingual education, school nutrition programs, and the Prohibition of corporal punishment to pupils.

Bilingual Education

AB 2284 (Chacon, Moretti, Fong, and Ralph) Relates to bilingual-bicultural education and making an appropriation. Enacts Bilingual-Bicultural Education Act of 1972 to promote bilingual-bicultural programs in public schools. Requires prescribed program for bilingual-bicultural education programs, including provisions re parent and community participation. Requires approval of State Board of Education for programs which involve special state funding. Establishes bilingual-bicultural bureau or task force within Department of Education and specifies responsibilities thereof. Appropriates \$15,000,000 to Department of Education for purposes of act, including up to \$150,000 for the bureau or task force.

AB 1875 (Brown and Burton) endorsed 5/11/72 by HRC authorizing a Filipino bilingual program in San Francisco, may be incorporated into AB 2284.

School Nutrition Programs

The Human Rights Commission, since its inception, has been a very strong supporter of free school lunch programs; this concern has broadened to include school breakfasts and snacks and instruction in nutrition. The SFUSD has substantially increased its proportion of free school lunches, but funding at the adequate level is expensive and requires extensive federal and state support. These three Senate bills should be helpful to program maintenance and expansion.

SB 152 (Petrus) Specifies that the override school district tax to finance school meals for needy children may be increased in an amount equal to deficiency in such tax collected in the prior fiscal year.

SB 1245 (Petrus) Requires each school and service institution to participate in the federally funded child nutrition program, as defined, for which it is eligible. Requires Superintendent of Public Instruction to reimburse, from funds appropriated therefor, a school or service institution for the operating costs, as defined, of its nutrition program. Establishes Division of Nutrition Services and

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Education in the Department of Education and prescribes its duties and responsibilities. Deletes provision authorizing an increase in maximum school district tax rate for purpose of providing funds to obtain school meals for needy pupils. Appropriates \$400,000,000 for purposes of nutrition services and education program.

SB 1264 (Moscone) Requires school districts to apply for federal and state funds for school lunches, with specified exceptions, and requires certain school districts to also apply for federal and state funds for school breakfasts and snacks. Authorizes Superintendent of Public Instruction to contract with community group or corporation for providing food services in a school district if district does not comply with provisions of act.

Prohibition of Corporal Punishment to Pupils

The recommendation to prohibit corporal punishment upon a pupil was a part of the Student Rights and Responsibilities Manual developed by the City Wide Youth and endorsed in principle by HRC. The SF Board of Education on June 17, 1971 adopted a resolution prohibiting the use of corporal punishment in the SF public schools.

The two companion bills on corporal punishment differ in that AB 673 adds to the requirement to adopt regulation informing employees and adds violation of the prohibition as a ground for dismissal. Endorsement of AB 673 and SB 1457 are requested with the proviso that AB 673 be amended to omit the addition of the violation of corporal punishment prohibition as a permissible ground for dismissing permanent employees.

AB 673 (Sieroty) is identical to SB 1457 with the addition of the requirement to adopt regulation informing employees and adding violation of the prohibition as a ground for dismissal. Deletes authority of school district governing boards to prescribe regulations authorizing school personnel to administer corporal or other punishment to pupils. Prohibits corporal punishment upon a pupil attending any public or private school or educational institution by a person employed or engaged in such school or institution. Permits such persons to use reasonable and necessary force or restraint; (1) to quell a disturbance threatening physical injury to others; (2) to confiscate a weapon or dangerous object in the possession or control of a pupil; (3) for self-defense; or (4) to protect persons or property. Requires governing boards of school districts to adopt regulations which inform employees of the corporal punishment provisions and requires suitable administrative records to be kept of any force or restraint used. Adds violation of corporal punishment prohibition as a permissible ground for dismissing permanent employees.

SB 1457 (Dymally) Deletes authority of school district governing boards to prescribe regulations authorizing school personnel to administer corporal or other punishment to pupils. Prohibits corporal punishment upon a pupil attending any public or private school or educational institution by a person employed or engaged in such school or institution. Permits such persons to use reasonable and necessary force or restraint; (1) to quell a disturbance threatening physical injury to others; (2) to confiscate a weapon or dangerous object in the possession or control of a pupil; (3) for self defense; or (4) to protect persons or property.

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of June 8, 1972

* * * * *
* NEXT MEETING: June 22, 1972 *
* Thursday *
* Main Library, Civic Center *
* Commission Room, Third Floor *
* 9:30 A.M. *
* * * * *

DOCUMENTS

JUN 22 1972

SAN FRANCISCO
PUBLIC LIBRARY

ROLL CALL

Commissioners

Present: Leonard Kingsley (presiding), Very Rev. C. Julian Bartlett, John Yehall Chin, Rabbi Alvin I. Fine, Sister Mary Bernadette Giles, Louis Heilbron, Mrs. Mattie Jackson, Earl Raab, Louis Simon

Excused: Rev. George Bedford, Joseph Garcia, Louis Garcia, Earl Livermore, Curtis Mc Clain, Rev. Victor L. Medearis

Staff

Present: William Becker, Director, Frank Anderson Mrs. Joan Barr, Jack Casford, Booker Neal, Manning Peterson, Wayne Redus, Mrs. Gail Roberts, Miss Edith Witt

PLEDGE OF ALLEGIANCE

Minutes of Meeting of May 25, 1972 approved.

COMMUNICATIONS

- From State Assemblymen Willie L. Brown, Jr., John L. Burton, Leo T. McCarthy and State Senators Milton Marks and George Moscone, confirming their support for AB 1875 and SB 364, bills which the Human Rights Commission endorsed May 11, 1972. Assemblyman Brown's letter referred only to AB 1875.
- From Lane De Lara, Principal, Francisco Junior High School, to Mrs. Gail Roberts, Community Organization Coordinator for the Human Rights Commission, thanking her for help in putting on a program with participation by Commissioner Earl Raab and members of the Human Rights Commission's multi-ethnic Reading Panel to discuss textbook utilization

COMMITTEE REPORTS

MARTIN WHITTED AD HOC COMMITTEE

- Presentation of Martin Whitted Memorial Awards - Sister Mary Bernadette Giles

This was the third annual presentation of these awards, which were established by Mrs. Dixie Whitted, widow of Martin Whitted, a young bus driver who was shot and killed in a robbery attempt as he was driving his route in the Hunters Point community on the day of the Dr. Martin Luther King, Jr. funeral. Mrs. Whitted, who received some \$10,000 in the weeks following her husband's death from all over California and even other states, designated that the money be used to provide annual incentive and recognition awards to the children of the Hunters Point community. Mr. and Mrs. Whitted were members of St. Mark's Lutheran Church and their minister was Pastor Ross Hidy, for some years and at the time of the tragedy, a member of the Human Rights Commission. The Human Rights Commission met with a community committee which recommended establishing the scholarships. On recommendation of

the participating schools in the community, the Martin Whitted Ad Hoc Committee designates the recipients of the cash grants each year, and the Human Rights Commission has administered the fund and made the formal presentations at its regular meetings since the project began.

Commissioner Giles was assisted at this presentation by George F. Bowles, who inscribed the scrolls.

Awards went to:

Renee Dunn, a senior at Woodrow Wilson High School, selected for academic excellence and strong motivation to go on to college, a \$275 annual award; and

Nina Moor and Leroy S. Blankenship, students at Pelton Junior High, for their personal contributions to improving human relations in their school, a \$50 check each.

Fifty-dollar checks also went to six elementary schools, to be used to purchase educational aids they need. The schools were: Bret Harte (awards received by Beverly Wong and Christopher Edwards to be used to purchase two microscopes); Burnett (received by Jacquelyn Sheppard, to purchase one microscope); Fremont (received by Sheila Bickerstaff to purchase multi-ethnic film strips); Hunters Point II (received by Ava Davidson and Jeffrey Staten to purchase a camera); Jedediah Smith (received by Helen Brooks, to purchase two World Book Dictionaries for the school library); and Sir Francis Drake (received by Francine Denise Gray, to purchase a globe for the library).

Commissioner Giles thanked all who had assisted in the presentations, Mr. Bowles for his inscription of the scrolls, and paid special tribute to the contributions of Mrs. Grace Markham, secretary to Mrs. Gail Roberts of the Human Rights Commission.

Chairman Kingsley stated that, on behalf of the Human Rights Commission, he also wished to commend the parents and teachers of the young award winners who had sparked their achievements.

Chairman Kingsley at this point expressed, on behalf of the Human Rights Commission, congratulations to Commissioner John Yehall Chin, recently elected as a member of the Community College District Board.

EMPLOYMENT

Very Rev. C.J. Bartlett, Chairman

- HRC Nondiscrimination Ordinance Amendment Problem - Frank Anderson

On April 17, 1972, the City's Nondiscrimination Ordinance was amended by the Board of Supervisors to add provisions against discrimination in employment by City contractors based on sex or sexual orientation. These two conditions were added to the previous ones of race, color, creed, national origin, and ancestry. The term "sex" means the character being male or female, and the term "sexual orientation" means the choice of human adult sexual partner according to gender.

The Human Rights Commission two years ago passed two Resolutions, separately, regarding the two added provisions, having received requests from advocate groups, notably the Society for Individual Rights and the National Organization of Women, urging their addition to the Nondiscrimination Ordinance. The HRC's Resolutions to the Board of Supervisors each noted that if such additions were made it was essential that funding to provide staff to implement them accompany any such action. Director Becker, in two subsequent letters to Supervisors, called attention again to the fact that staff to implement these amendments would be necessary before it could be done. Mr. Anderson said that in his

appearances before the Board of Supervisors when additions of sex and sexual orientation were being considered, no response was received to the HRC's reminder that enforcement was not possible without additional staff.

Mr. Anderson cited an example of the HRC's dilemma: the day after the amended Ordinance (amended as of April 17, 1972) became law, a complainant came to the Human Rights Commission asking assistance with a charge of discrimination because of sexual orientation. He was told that at that time the Ordinance amendments were not operative. The complainant went to the neighborhood Legal Assistance Foundation and tried to file a suit to require the HRC to handle his case. The NLAF attorney did not pursue the case. It is feared, however, that a similar situation may occur again, and lawsuits may in fact be initiated.

Mr. Anderson referred Commissioners to materials in their meeting packets, with copies of the HRC Resolution 4-70 of March 12, 1970, stressing that if sexual orientation were added to the Nondiscrimination Ordinance "...the HRC cannot itself implement such legislation without adequate staff." There were also copies of letters of October 1, 1971 to the Board of Supervisors and to Supervisor John Molinari of March 29, 1972, from Director Becker, pointing out that the Human Rights Commission could not implement an expanded Ordinance without provision of staff to handle the increased workload.

Mr. Anderson stated that staff was, therefore, waiting for direction from the Commissioners on how to proceed.

There followed extensive discussion of this issue, led off by Commissioner Heilbron, who questioned whether the position that the HRC was unable to process even one complaint (on the grounds of discrimination because of sex or sexual orientation) was a tenable one. Director Becker stated that with present staff and present staffload the position was that the HRC could not take on this extra obligation.

Commissioner Raab moved that it be the sense of the Human Rights Commission that while it supports the concept which is now part of its mandate, and will support it in principle, at any time that it is necessary, the staff would not and should not endeavor to enforce these amended conditions until such time as additional staff for this purpose is provided, and that the HRC would continue to point this out to the Board of Supervisors. This motion was seconded by Commissioner Bartlett.

Commissioner Heilbron suggested that there be added to the motion the statement that to the extent that it was possible to enforce the amendment the HRC would do so, but as indicated in prior resolutions the extent to which any added obligation could be enforced is so limited that very little enforcement can be expected.

In ensuing discussion over this proposed motion and the proposed addition to it, it was suggested, also by Commissioner Heilbron, that Director Becker make up a budget to implement the amended Ordinance and submit it for a supplementary appropriation by the Board of Supervisors.

It was pointed out again that the HRC has never received adequate staffing to carry out its original contract compliance obligations under the enabling ordinance under which it operates.

Director Becker noted that the HRC deals only with complaints of discrimination that involve contractors for the City and County, and that at present many contracts held by the City are not being monitored because of the HRC's lack of adequate staff for this specific obligation.

In handling complaints, he said, referral is made in all cases in which it is felt the State Fair Employment Practices Commission or the Federal Equal Employment Opportunity Commission have jurisdiction. The FEPC caseload backlog currently is approximately six months, the EEOC nine, he said.

Mr. Becker also pointed out that this issue involved the tendency to enact legislation to defend human rights, but to fail to provide for enforcement of that legislation. He said he felt that legislative bodies should not continue to do this on an expanding field of concern and in a sense place enforcement agencies in a dishonest position.

Commissioner Heilbron concurred with Mr. Becker's observations.

A substitute motion was then made by Commissioner Heilbron and seconded by Commissioner Simon.

It was

*** m/s/c That the Human Rights Commission forward a strong and specific request to the Board of Supervisors to fund the responsibilities contained in the amended Ordinance and that a supplemental budget request (to provide adequate staffing) be forwarded to the Board.

Commissioner Heilbron stated further that the effect of his motion would be that it would be up to the judgment of the Director, in administering the work of staff, that if there were any available time to service this additional obligation (the amended Ordinance), it would be done.

Commissioner Raab asked that there be a consensus that staff should not spend less time on the implementation of affirmative action and anti-discrimination on racial and ethnic employment in San Francisco.

Commissioner Fine voiced concern that the Human Rights Commission not de-emphasize its affirmative action work and become bogged down in individual complaint caseloads, pointing out the increasing numbers of such cases that are bound to arise touching on discrimination on the basis of sex or sexual orientation in housing, and in youth and education as it relates to programs within the San Francisco Unified School District. He said he felt that an ad hoc committee should be formed to determine guidelines for the Director and staff, and that placing the responsibility solely on the Director as to what time could be spent by staff on these increased responsibilities was not a solution.

Commissioner Fine cast a "no" vote on this motion.

*** Chairman Kingsley appointed an ad hoc committee consisting of Commissioners Heilbron, Raab, Jackson, and Bartlett to consider this issue and recommend guidelines for Director and staff to follow as a consequence of increased responsibilities under the amended Ordinance.

Commissioner Bartlett expressed his sympathetic feelings toward the staff situation and Mr. Becker's position and suggested that Director Becker be invited to consult with Chairman Kingsley and any other Commissioners when he needs special support.

Commissioner Heilbron drew a distinction between the HRC's obligatory responsibility in the field of contract compliance and its implementation in other areas as a matter of policy,

and said that in those other areas it had no duty save as it imposed it on itself.

HOUSING AND URBAN DEVELOPMENT:

Louis Heilbron, Chairman

- Recommended Endorsement of AB 2032 (McCarthy) - Prohibiting Housing Discrimination on the Basis of Sex, and SB 1181 (Behr) - Prohibiting Housing Discrimination on the Basis of Dependent Status of Minor.

Commissioner Heilbron explained the salient points of AB 2032 and those accommodations specifically exempted from its requirements.

It was

*** m/s/c That the Human Rights Commission endorse AB 2032.

Commissioner Heilbron then discussed SB 1181. Several Commissioners questioned this bill, which basically applies to people to whom housing is denied because they have children (dependent status of minor). Ms. Edith Witt, the HRC's Housing Representative, stated that the bill was important to the City because of the attempt to retain families here, and to make acceptance of a tenant on the basis of individual merit. She cited a Planning Department housing survey in 1969 which revealed that in half of the apartments of the City with two bedrooms, owners refused to rent to tenants with children.

Endorsement of SB 1181 failed on a tie vote, 4-4. Chairman Kingsley declined to break the tie because of a conflict of interest.

*** It was agreed that the bill might be discussed at a future meeting.

Report on Sacramento/Stockton Site - Commissioner Chin

Commissioner Chin briefly reviewed the history of the preliminary plan to build low and moderate-income housing on the land site at Stockton and Sacramento Streets, its progress through first rejection, then reconsideration, and finally unanimous approval by the City Planning Commission. He expressed the gratitude of the Chinatown community for the assistance and support of the Human Rights Commission on this matter, and solicited its support for future housing plans for that area.

POLICE LIAISON:

Murtis Mc Clain, Chairman

Resolution Backing Police-Youth Cooperation Proposal - Booker Neal

Mr. Neal summarized an application which has been submitted to the Mayor's Council on Criminal Justice to reduce tensions between youth of the City and members of the police force, particularly uniformed patrolmen. The proposal is that a member of the police force be assigned, on leave of absence, to work with youth as staff on the City-Wide Youth Council to establish dialogue and act as liaison between youth and the Department. The proposal concept has been studied by Deputy Police Chief Keyes and the Police Youth Program of the SFPD with Mr. Neal. It was endorsed by the Police Commission on June 1. Federal funding share of the project will amount to approximately \$53,000. It is intended to help provide information to youth about the operation of the Department, and how the criminal justice system functions. Youth (delinquent and pre-delinquent) will be hired to work with the assigned Police Department officer on the Youth Council staff.

It was

*** m/s/c That the Human Rights Commission formally endorse the Police-Youth Cooperation Proposal.

YOUTH AND EDUCATION COMMITTEE:

Rabbi Alvin I. Fine and
Sister Mary Bernadette Giles, Co-Chairmen

- Recommended Endorsement of SB 1245 (Petriss) - Regarding School Nutrition

After explanation of this state legislation, which would provide free lunches to all school children, kindergarten through grade 6,

It was

*** m/s/c To endorse SB 1245.

- Rabbi Fine paid tribute to Sister Mary Bernadette for her work on the Martin Whitted Memorial Awards, and asked also that Pastor Ross Hidy be kept informed of the continuation of the work he was instrumental in helping begin.
- Fred Eliason was introduced. He has joined the Media Project staff as a summer intern, to do interviewing, research, and writing assignments. Mr. Eliason is a candidate for a master's degree in journalism at Stanford University.
- A compilation of the status of legislation affecting education on the state level was provided the Commissioners in their meeting packets.

DIRECTOR'S REMARKS

- The U.S. Department of Labor has approved a grant of \$50,000 to the Human Rights Commission to provide a small staff to work with the Civic Center Forum (a group of Spanish-American government professionals) to recruit Spanish Americans for work in federal, state and city-level civil service positions. The HRC had approved this request for funding in April, 1971. The staff will recruit, counsel, and provide information to Spanish-American applicants for civil service work in city, state and federal agencies. The project was conceived as the means for helping correct the present inequity of proportionate employment of Spanish-Americans, who are, as an identifiable minority, the most underrepresented group in jobs at all levels of government.

The HRC is now requesting approval from the Board of Supervisors for acceptance of this grant.
- It was announced that Manning Peterson, a National Urban Fellow assigned to the HRC for the past year, will be leaving at the end of June. His letter of appreciation for his work experience to the HRC was read. Mr. Peterson had staffed the Police Liaison Committee.
- Commissioner Fine asked that congratulations be offered to Mr. and Mrs. Peterson on the birth of their daughter, Randall Edwina, on May 18.
- Commissioners were asked again by the Director to provide him with their vacation schedules.
- The Council for Civic Unity banquet honoring the Human Rights Commission was to be held the evening of this meeting.

No New Matters.

CALENDAR MATTERS:

- The next regular meeting of the Human Rights Commission will be on June 22.

No Remarks from the Audience.

Adjournment.

Respectfully submitted,

William Becker
Via Jack Casford

WB:JC:be
6-13-72

6-22-72

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of June 22, 1972

* * * * *
* NEXT MEETING: July 13, 1972 *
* Thursday *
* Main Library, Civic Center *
* Commission Room, Third Floor *
* 9:30 A.M. *
* * * * *

DOCUMENTS

JUL 18 1972

SAN FRANCISCO
PUBLIC LIBRARY

ROLL CALL

Commissioners

Present: Leonard Kingsley (presiding), Very Rev. C. Julian Bartlett, Rabbi Alvin I. Fine, Louis Garcia, Sister Mary Bernadette Giles, Earl Livermore, Earl Raab, Louis Simon

Excused: Rev. George Bedford, John Yehall Chin, Joseph Garcia, Louis Heilbron, Mrs. Mattie Jackson, Curtis McClain, Rev. Victor L. Medearis

Staff

Present: William Becker, Director, Frank Anderson, Jack Casford, Stanley Lim, Booker Neal, Wayne Redus, Mrs. Gail Roberts, Herbert Spiro, Edward Vurek

PLEDGE OF ALLEGIANCE

MINUTES OF MEETING OF JUNE 8, 1972 APPROVED.

COMMUNICATIONS

- From John W. Gorny, District Director, Holiday Inns, Inc., thanking Herbert Spiro, HRC Affirmative Action Officer for his report on the ethnic employment profiles of the three San Francisco Holiday Inns and stating that the Innkeepers can be relied on "...for their cooperation to achieve the goal in the various areas of weakness."
- From Keith Eickman, Secretary-Treasurer, International Longshoremen's & Warehousemen's Union, Local 6, regrets for being unable to attend the Council for Civic Unity banquet honoring the HRC on June 8 and offering his personal congratulations for its work.
- From U.S. Senator Alan Cranston, reporting on his support in the Senate for a 5 percent earmark for bilingual teacher training under an amendment he co-sponsored with Senator Kennedy to the Education Professional Development Act.
- From Assemblyman John L. Burton, stating his support for Assembly Bill 2284 and Senate Bills 152, 1245, 1264 and 1457, which the HRC endorsed.
- From State Senator Milton Marks, stating his support of SB 1245 and and of other education bills endorsed by the HRC.
- From Assemblyman Leo T. McCarthy, stating his support of AB 1264 and 1245, and AB 2284.

COMMITTEE REPORTS

EMPLOYMENT

Very Rev. C. Julian Bartlett, Chairman

Partial Settlement of Complaint Case: Black Truckers vs. Construction Contractors - Stanley Lim

The Human Rights Commission was asked in May, 1972 to lend

DOCUMENTS

JUL 18 1955

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assistance to a group of independent black truck owner-operators and a black trucker-broker in their charges of alleged racial discrimination and nonconsideration for work against five contractors currently holding City construction contracts. The complainants included Martin Johnson, William Johnson, Luther Scott, Roger Thomas, and Isaac Arvie (representing IHL Trucking Company). Charges were made against: Chet Smith Trucking Co., McGuire & Hester, Lowrie Paving, Mitchell Plumbing Co., and Flora Crane Service.

In addition to their charges of racial discrimination, the complainants cited specific incidents of the alleged racial discrimination in hiring, and it was claimed that trucking contracts always went to white brokers, though insurance and bonding credentials were met by blacks.

Staff interviewed the complainants, reviewed the records of the firms named in person and by telephone, and found some evidence to substantiate some of the charges. Mr. Lim said he was told by one trucking rental manager that he would not use the black trucking company because of his annoyance with it. It was learned that all of the five contractors do use a white truck broker for their work, a broker who does employ minority drivers.

Mr. Lim stressed that this case is not being made the subject of an in-depth investigation of the charges. Rather, he said, it is a case the HRC seeks to settle through negotiations between the contractors and the complainants for future commitments.

During the negotiations, face-to-face meetings between the complainants and each of the respondents were held at the HRC offices, with the latter being given the opportunity to reply to the charges. Staff role was to gather additional facts and devise some form of settlement satisfactory to all parties. Basically, complainants wanted a "fair share" of the dirt-handling contracts in City-funded projects as part of the contractors' affirmative action program.

After five sessions of intensive bargaining, five agreements were reached for commitments of work to black trucker/brokers on specific jobs. Confirmation of some of these commitments has been made in writing to the Human Rights Commission.

Subsequent to these negotiations and the agreements, complainants charge that one of the contractor respondents has failed to live up to the agreement. A followup meeting was called at the HRC offices. The case, therefore, is at present only partially settled. Recommendations for further action will be made at a later date.

Commissioner Bartlett expressed the Employment Committee's compliments to Mr. Lim for his excellent handling of this case.

Department Stores' Ethnic Employment Report and Christmas Jobs Report - Frank Anderson

1. Department Stores' Ethnic Employment Report--

The San Francisco Retailers' Community Relations Group, made up of the major downtown retail department and specialty stores, makes periodic reports to the HRC on their ethnic employment composition. For the quarter ending with the week of April 6-12, 1972, the employment of minority group persons in these stores was 24.86% of the total work force, compared with 23.70% for the last quarter of 1971 or an increase of 1.16%.

The total number of employees in all stores was 8,476 for 1972's first quarter compared with 9,256 in 1971. This decrease is due in part to the closing of Harris & Frank

and the City of Paris. Despite this decrease of 780 persons, total minority group personnel in the supervisory category was 220 (85 Black, 94 Other Nonwhite, 41 Spanish-American) in March 1972; for 1971 the figure was a total of 216 (87 Black, 85 Other Nonwhite, 44 Spanish-American).

2. 1971 Christmas Jobs for Youth

This report, compiled by Ms. Frances Herrick of Youth for Service, was delayed because of Ms. Herrick's transfer to another state.

This past Christmas jobs program had a number of new problems, primarily the fact that the Youth Opportunity Center had done referral for these jobs in the past, but was discontinued. Referral was handled through Youth for Service. Mr. Anderson paid tribute to this agency, to Ms. Herrick, and to Ms. Lillian Harrison for their work on the program.

Mr. Anderson read the following tabulation of the program:

1971 Christmas Jobs For Youth

OPENINGS - REFERRALS - HIRES

<u>Store Name</u>	<u>Openings Pledged</u>	<u>Referrals</u>	<u>Hires</u>
Bullock & Jones	1	2	1
The Emporium	25	50	30
Gumps	2	3	2
Livingston Brothers	3	3	3
Macy's, San Francisco	30	55	20
I. Magnin Company	6	8	6
Joseph Magnin Company	10	11	6
Maison Mendessolle	1	1	1
City of Paris	5 NA	0	0
Harris & Frank	2 NA	0	0
Roos/Atkins	4	8	5
Sommer & Kaufmann	5 NA	0	0
F.W. Woolworth Company	10	12	1
	<u>104</u>	<u>95</u>	<u>75</u>

-- 75 young people were placed on jobs.

-- 95 young people were referred. The column above totals 153, but this represents referrals sent to more than one employer, i.e. one person sent to several different employers before being placed.

Director Becker commented that there is the continuing problem in this program of non-participation by the retail department store industry as a whole, most of whom are smaller employers and who do not belong to the Retailers' Community Relations Group. The fact that, as the above report shows, 75 school dropouts got Christmas jobs could not, he said, be considered a great achievement, since there are thousands of Christmas and other jobs filled each year. The percentage of minority employment in the retail industry, as reported by the Group, has remained around 22 to 24% and a significant upward movement has not been evident. (The minority population of San Francisco, including Spanish-Americans, is 42.8%.) The urgency of the situation -- the need for a wider commitment to equal employment opportunity -- he said, is still not felt by the retail department store industry as a whole.

- Holiday Inn Project - Herbert Spiro

The Human Rights Commission began negotiations with Holiday Inns, Inc., operators of the three company owned Inns in San Francisco (Civic Center, Fisherman's Wharf, Financial District-Chinatown) in May of 1969. Cooperation with HRC was promised at that time by the company. In late 1969, the HRC started providing recruitment assistance to the management of the three Holiday Inns, and monitoring began on June of 1970. John Gorny, District Director of the Holiday Inn operations, at that time made a commitment of intention to hire 80% of the employees of the Financial District-Chinatown hotel from the Chinese community. This commitment did not extend to the management categories, which were filled from the firm's own training program. In January 1971, the Innkeeper reported achievement of this 80% figure for the Chinatown hotel.

The three Inns are now providing the HRC with ethnic work force reports on a quarterly basis, beginning with April 1972.

In the Financial District-Chinatown Inn, for April 1972, a new high of employment--212 persons--is reported, with a total minority work force of 81.6%. The Oriental employee force, including Filipinos, was 71.2%, the Black 5.7% and the Spanish/Latin American 4.7%. Minorities continued to dominate heavily in nonvisible, hotel service positions, though 5 of 13 department heads were Oriental as were two of the five desk/front office clerks.

In the Civic Center Inn, the total minority workforce was 63.3% as of April 1972. No minorities were employed as reservation clerks, secretaries, desk/front office clerks, cashier/hostesses, waitresses, cocktail waitresses, or security personnel, and only one as PBX operator. Minorities were predominant in the lower income jobs. The total minority percentage increased 7% in the past two years.

At Fisherman's Wharf net total employment rose 26.3% from December (118 total employees) to April (157 total employees). During this period the number of minority workers rose from 72 to 104, an increase of 44.4% in the minority share of jobs at the Wharf Inn. The largest share of this increase was in the restaurant staff (waiters, waitresses, cashiers, station cooks, bartenders, pantry men) and maids. As of April, said Mr. Spiro, there were no minority secretaries or hotel service cashiers at Fisherman's Wharf nor any minorities among desk/front office clerks. While minority employment was fairly broadly spread in the restaurant staff, he said, minorities remained most heavily concentrated among housemen, maids, laundry workers, bus boys, and dishwashers. The April figures revealed that 66.3% of the total staff were minorities.

Mr. Spiro said, in response to Chairman Kingsley, that the Director has requested a report from the Hotel Employers Association of San Francisco on ethnic employment in major hotels in the City.

Mr. Spiro said no American-Indians were reported on these Inn workforces in April 1972.

YOUTH AND EDUCATION:

Rabbi Alvin I. Fine and Sister Mary Bernadette Giles, Co-Chairmen

- Expansion of Students Rights and Responsibilities Manual -
Booker Neal

On June 15, the San Francisco Board of Education (which will establish a grievance procedure in all secondary schools during the Fall semester 1972-73) approved the expansion of the second

portion of the Students Rights and Responsibilities Manual. This was two years after members of the City-Wide Youth Council first drafted a proposed manual, and culminated many hours and weeks of work by parents, teachers, students and administrators. Mr. Neal introduced Mr. Nick Plezbert, a student closely involved in the work of drafting the Manual, and Mr. James J. Hamrock, Supervisor, Counseling and Guidance, San Francisco Unified School District.

Mr. Hamrock gave in some detail the history of work, the people involved (Gail Roberts and Booker Neal of the HRC staff each chaired a subcommittee), the committee assignments, the procedures, and the issues dealt with over the past two years. On June 17, 1971, the Board of Education adopted the first part of the Manual, basically the listing of students' rights, and authorized a pilot implementation of the grievance procedure at the secondary school level. At the same time, the Board adopted a resolution eliminating corporal punishment in San Francisco schools. The grievance and appeals procedures were expanded to all secondary schools June 15, 1972.

During the past school year, said Mr. Hamrock, under the implementation of the students' rights portion of the Manual, the district tabulation of suspension and incidents showed a substantial decrease.

Mr. Hamrock also reviewed the steering committee recommendations for revision of the Students' Rights and Responsibilities Manual that were adopted June 15, 1972. These included recommended administrative procedures and revisions in the document. In the enabling resolution, Mr. Hamrock said, the Board of Education added that the on-going evaluation be reported periodically to the Board.

- First Reading of Proposed Policy Guidelines on Principles for Affirmative Action in Public School Employment and Advancement of Equal Educational Opportunity - Commissioner Fine

Copies of each of these documents had been provided in advance to commissioners for their study. Commissioner Fine stated that the aim of the committee was to provide clear and concise in-house guidelines on each of these subjects for the HRC, the committee, and HRC staff. They will be available for other parties wishing to consider them, but they are not to be considered a code of principles recommended for the Unified School District.

Commissioner Fine expressed his gratitude to Commissioner Giles and Gail Roberts, as well as Commissioner Raab, who lent consultant assistance in the drafting of these documents.

It was

*** m/s/c To adopt the Principles for Affirmative Action in Public School Employment.

At the request of Commissioner Raab, the proposed guidelines on advancement of Equal Educational Opportunity were considered separately and it was

*** m/s/c That they be adopted as a framework for the committee's making more specific recommendations.

There was some discussion about the recently-publicized announcements that Abraham Lincoln and Polytechnic High Schools in San Francisco were not to receive accreditation from the Western Association of Schools and Colleges because, as in the case of Lincoln, the documents required of a school for evaluation were not ready. Commissioner Fine stated that loss

of accreditation is not certain. He stated that there are guidelines in the two documents under discussion which would cover the Human Rights Commission's interest in cases like these.

- Request for Endorsement of SB 1263 (Moscone) Establishing Spanish or Filipino Bilingual Programs in San Francisco and SB 944 (Moscone) Establishing Transitional Bilingual Education Programs

Details of these two measures were provided the commissioners in advance of the meeting for their consideration.

It was

*** m/s/c That the Human Rights Commission endorse SB 1263.

Concern was expressed regarding the lack of an appropriation factor for SB 944 the transitional bilingual education program for children of limited English-speaking ability. Ms. Roberts explained that the Human Rights Commission had requested that this bill be introduced, based on the Massachusetts Bilingual Education Act. This bill would establish the mandate, and then seek funding through subsequent legislation. The bill provides for special accreditation for foreign-language-speaking teachers, some of whom cannot obtain teaching credits under present procedures, and establishes an administrative department for the program in the superintendent's office.

It was

*** m/s/c To endorse SB 944.

Commissioner Livermore expressed his concern that Native American children would not be included under the terms of SB 944. He stated that many relocations of American Indians from reservations to cities have brought to light the language difficulties of their children in public schools. Commissioner Fine stated that most likely a separate measure would be necessary to include American Indian children, for Indian language and cultural and historical instruction, and that the Youth and Education Committee might look into this need. Ms. Roberts stated that, at present, two bills are pending on the state level that relate to American Indian children in this regard.

- Resolution Commending Board of Education Members (Dr. Zuretti L. Goosby, Mrs. Ernest R. Lilienthal, Howard Nemerovski, John F. Crowley, who was replaced by John Kidder before the June 6 elections)

It was

*** m/s/c That the Human Rights Commission prepare a resolution commending these members and transmit copies to each.

Dr. Goosby and Mr. Nemerovski are former members of the Human Rights Commission.

- Chairman Kingsley reopened the discussion regarding the accreditation crises at Lincoln and Poly High Schools by stating that the Human Rights Commission would continue to be concerned if in fact there is a change in status of these schools, with resultant severe consequences for their student bodies. The Youth and Education Committee was asked to keep the Human Rights Commission informed of developments on this issue. Commissioner

Fine stated that the two schools have until the Spring of 1973 to submit to the Western Association of Schools and Colleges the necessary self-evaluation documents required for formal accreditation. Thus, it could be that the accreditation could be renewed for a specified period of time by Spring.

Director Becker noted the urgency of this issue, since children will be assigned to the two schools this fall, with the possibility that attendance there will mean a sharp limitation of their choices of colleges both in the state and in the nation.

POLICE LIAISON:

Curtis McClain, Chairman

- In the absence of Commissioners McClain and Medearis, the report was postponed.

DIRECTOR'S REMARKS:

- Commissioners were asked again to submit their vacation schedules to the director.
- Berta Barajas was introduced. Ms. Barajas has been working as a student intern from San Francisco State University for the past year with Frank Anderson. Mr. Becker expressed the thanks of the Human Rights Commission and the staff for her contributions.
- Attention was called to a weekly radio program about the activities of the Human Rights Commission which Ms. Joan Barr has arranged with Station KFRC on Sunday mornings at 8 a.m. There is a possibility that the program could be moved to a prime time spot if enough community interest were forthcoming to the studio.
- It was announced that Superior Court Judge Joseph Karesh ruled June 19 on a suit brought by Horold Treskunoff against the Human Rights Commission on the basis of his being asked to leave a Youth and Education Committee meeting two years ago. The judge ruled that under the State's Brown Act meetings of Commission committees must be open to the public even if held without a quorum. Mr. Becker said he had not yet had formal communication from the City Attorney's Office but that the HRC and its committee chairmen will follow the law as it has been interpreted.

No New Matters

Calendar Matters

The July meetings of the Human Rights Commission will be July 13 and July 27.

Adjournment.

Respectfully submitted

William Becker
Via Jack Casford

Attachment: Principles for Affirmative Action
In Public School Employment

WB:JC:be
6/27/72



CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 MARKET STREET
SUITE 501
SAN FRANCISCO, CALIFORNIA 94103
TELEPHONE 558-4901

PRINCIPLES FOR AFFIRMATIVE ACTION IN PUBLIC SCHOOL EMPLOYMENT

The policy statement on Affirmative Action in Employment was adopted by the Human Rights Commission on March 23, 1972. The principles herein are adapted for application to the San Francisco Unified School District and to the San Francisco Community College District.

There were two basic and compatible ideas built into the birth of the San Francisco Human Rights Commission: equal opportunity and affirmative action. The Human Rights Commission is increasingly involved in mounting and stimulating affirmative action programs in both public and private employment. It is important, therefore, to spell out how both principles -- equal opportunity and affirmative action -- are and must be built into these programs.

Equal opportunity means that every man or woman is to be judged as an individual upon his or her individual merit -- that is to say, to be judged on the basis of his or her ability to perform -- not on the basis of ancestry or group membership, not on the basis of race, religion, national origin, or any other nonperformance-related factor.

This is the difference between aristocracy and race-ocracy, both of which are based upon ancestry, and democracy, which is based upon individual performance.

Affirmative action means that, since some groups have been disadvantaged by American society because of their group identification, this society agrees to take special action to advance the position of such groups. Because of the effects of these long-term conditions of

Principles for Affirmative Action
In Public School Employment

page two

repression, mere nondiscrimination will not create conditions of equal opportunity, nor create those conditions swiftly enough. The purpose of affirmative action is to promote genuine conditions of equal opportunity during the lifetimes of the present generations.

The principles of equal opportunity and affirmative action must mesh; the sooner the mesh is achieved in practice, the better. The principle of equal opportunity cannot be used to diminish current affirmative action programs. Likewise, the principle of affirmative action cannot become a device to subvert the principle of equal opportunity.

The following guidelines describe the basic conditions of an affirmative action program in school employment:

1. Mount special efforts to identify and recruit qualified members of previously excluded groups for job openings which become available. This means going beyond those established referral sources which normally provide all white applicants. It means the aggressive use of all those sources, such as community organizations, public employment services, and newspapers, which can notify and refer applicants from the groups previously left out, whether by deliberate discrimination or by the traditional work-seeking system.

2. Develop training and internship programs to qualify members of these groups who are not fully qualified.

3. Work with the Civil Service Commission Task Force to revise tests for classified positions which include items which are irrelevant to the job to be done and that are culturally more related to the life style and backgrounds of middle class whites than of minority group

The first part of the report is devoted to a description of the work done during the year. It is divided into two main sections, the first of which deals with the work done in the laboratory and the second with the work done in the field.

The work done in the laboratory is described in detail in the first section. It is divided into three parts, the first of which deals with the work done in the laboratory during the year, the second with the work done in the laboratory during the year, and the third with the work done in the laboratory during the year.

It is found that the work done in the laboratory during the year has been very satisfactory.

The work done in the field is described in detail in the second section. It is divided into three parts, the first of which deals with the work done in the field during the year, the second with the work done in the field during the year, and the third with the work done in the field during the year.

The work done in the field during the year has been very satisfactory. It is found that the work done in the field during the year has been very satisfactory.

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applicants. For both classified and certificated positions, substitute other selection criteria, such as performance tests, wherever appropriate. Maintain and strengthen the use of objective selection standards and criteria, in order to prevent undemocratic and arbitrary bias in employment.

4. Examine the essential qualities and abilities needed for each particular job, eliminating those which are irrelevant and adding those which are important to doing a good job in today's urban society. Many positions which are currently certificated should be expanded to be either certificated or classified. Qualifications should include proof of ability to work with minority group pupils. Affirmative action in employment is served by the employment of bilingual staff in order to be able effectively to serve pupils and parents who are not proficient in English.

5. Apply the affirmative action principle in choosing between two applicants equally qualified according to such objective standards or valid tests which are predictive of performance or ability to achieve required performance level.

6. Place accountability for the effectiveness of an affirmative action program upon the School and College Districts by measuring the quantitative progress made over identifiable periods. The Districts' goals and timetable are to be developed and to be used to measure the effectiveness of the affirmative action program. In multi-ethnic San Francisco, this means a concern with the inclusion into the work force of a number of different groups via affirmative action.

7. Use that quantitative measurement of progress as a measurement of the affirmative action programs, but not as a substitute for such

programs. Measurement is one thing; rigid quotas are a different thing, especially those which would require the automatic inclusion of members of one group to the exclusion of members of other groups.

8. Exclusionary quotas are often based on the concept of heredity and, as such, do a disservice to the principle of affirmative action. The rejection of the rigid quota approach is two fold: 1) it is based on principle as outlined above, and 2) it is clear that rigid quotas have not been an effective approach. They are not a program; they do not find people, prepare people, or match people to job requirements or job requirements to job needs. Solving the problem of equal employment requires a detailed affirmative action program which will institutionalize the system through which an integrated work force will not only be achieved but advanced and maintained.

9. Apply generally used guidelines of the composition of the population of San Francisco for the purpose of evaluating progress toward integration. This is based on the assumption that if past discrimination and disadvantage because of race had not existed, people would be more evenly spread out by occupation and job level. However, even the population ratio needs to be used with care as a goal; because of the effect of the teaching staff on the pupils, the ethnic breakdown of the pupils rather than the San Francisco population as a whole should be the goal.

To summarize:

1. Minority groups should receive special and preferred treatment with respect to:
 - a. active recruitment for hiring and promotion,
 - b. special training for hiring and promotion, and
 - c. internships

2. Standards and tests should be carefully structured to avoid any irrelevant or cultural bias against minorities in hiring and promotion.
3. Quantitative measurement should be maintained in order to test the continued sincerity and effectiveness of the affirmative action program.
4. Actual hiring should be done on the basis of individual merit, against the background of the the above affirmative action program.
5. We are confident that, given such an affirmative action program, the San Francisco Unified School District and the San Francisco Community College District will be able to identify and employ qualified or qualifiable minority personnel and thereby succeed in achieving the stated goal of an integrated work force.

Adopted by Human Rights Commission 6/22/72

be
6-30-72



HUMAN RIGHTS COMMISSION
of San Francisco
1095 Market Street, Suite 501
San Francisco, CA 94103

T H I R D C L A S S M A I L

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72
HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of July 13, 1972

* * * * *
* NEXT MEETING: July 27, 1972 *
* Thursday *
* Main Library, Civic Center *
* Commission Room, Third Floor *
* 9:30 A.M. *
* * * * *

DOCUMENTS

JUL 31 1972

SAN FRANCISCO
PUBLIC LIBRARY

ROLL CALL

Commissioners

Present: Leonard Kingsley (presiding), Very Rev. C. Julian
Bartlett, John Yehall Chin, Rabbi Alvin I. Fine,
Joseph Garcia, Curtis McClain, Earl Raab

Excused: Rev. George Bedford, Louis Ga4cia, Sister Mary
Bernadette Giles, Louis Heilbron, Mrs. Mattie
Jackson, Earl Livermore, Rev. Victor L. Medearis,
Louis Simon

It was announced that Commissioner Louis Garcia had
submitted his resignation from the Human Rights
Commission to Mayor Alioto, but it was not known
if the resignation had been accepted.

Staff

Present: William Becker, Director, Frank Anderson, Mrs. Joan
Barr, Jack Casford, Stanley Lim, Wayne Redus,
Mrs. Gail Roberts, Herbert Spiro, Mrs. Renee Thompson

Pledge of Allegiance.

Minutes of Meeting of June 22, 1972 approved.

COMMUNICATIONS

- From California Assemblywoman Yvonne Brathwaite Burke, stating
her support of AB 2032 (which would bar refusal to rent because
of children in a family) and which, as of June 26, was before
the State Senate.

- From US Senator John V. Tunney, thanks for the Director's letter
regarding exclusionary quotas and stating his shared concern
for affirmative action to be taken with the federal agencies.

- From California Assemblyman Willie L. Brown, Jr., announcing
his support for SB 1245, relative to school lunch programs,
which the Human Rights Commission has previously endorsed.

- From US Senator Alan Cranston, stating his support of legislation
which would restrict the sale of short-barrelled handguns, but
opposing legislation which would impose unnecessary registration
requirements on sportsmen".

- From Senator Tunney, stating that he would support legislation
to ban handguns in America for all but certain very limited
categories of law enforcement officials, security guards and
target shooting clubs, together with certain collectors.

- From US Representative William S. Mailliard, stating that he
will keep the view of the Human Rights Commission in mind
(re: gun controls) during all pertinent House action.

- From Howard N. Nemerovski, outgoing member of the San Francisco
Board of Education, appreciation for the Human Rights Commission's
letter to him noting this fact, and stating his pleasure in
working on important projects, such as the Student Bill of Rights,
with HRC staff.

COMMITTEE REPORTS

YOUTH AND EDUCATION:

Rabbi Alvin I. Fine and Sister Mary Bernadette Giles, Co-Chairpersons

- Community Participation In The Schools: Reports from Zone Council Chairpersons - Commissioner Fine

*** Commissioner Fine prefaced these presentations by inviting his fellow commissioners and anyone else interested to attend the Youth and Education Committee's July 19 meeting at Grace Cathedral (3:30 p.m.), at which there will be exploration in depth of the Zone Council reports. Invited to attend July 19 will be representatives of all seven of the Zone Councils (two chairpersons could not be present at this July 13 HRC meeting) and of the San Francisco Unified School District.

Commissioner Fine then introduced:

Dr. Martin Apple, Chairperson of Zone 7 (comprising the Inner Sunset, Haight Ashbury, Park South, Forest Hill, and Twin Peaks).

Dr. Apple reviewed the origin of the Zone Councils, created by the community at the time that the City was divided into seven zones for purpose of desegregation of the elementary schools. The councils were recognized formally by the Board of Education in March of 1972. The charge from the Board of Education in its resolution of recognition in March was for the councils to advise the Board and to be the spokesmen for the zones. Each council has a different structure, but in the main they are made up of parents of children in each of the zones' schools and, in some councils, teachers and administrators. Most of the participating parents, said Dr. Apple, feel that these councils are the first real hope for parents to have input into the educational planning process. Planning is now done, he said, largely by what is called "downtown" -- the administrative headquarters staff of the School District at 135 Van Ness Avenue -- some of whom, he charged have not had personal classroom contact as teachers for as long as 20 years. Dr. Apple said that as parents he and his associates feel that they have a perspective closer to the scene of the action.

Dr. Apple spoke to the accomplishments of his own council (Zone 7) and those of the other councils as well. He stated all councils had achieved a variety of goals, ranging from council establishment (some councils were instituted as late as May 1972); to holding night-time community debates on educational goals; having the Board of Education adopt proposals for policy changes; and serving as buffers for grievances of parents and children relevant to the desegregation transportation issue. Other councils were individually successful in these areas: establishing a center for improvement of teaching through private foundation funding; starting a community school experiment; re-establishing a library as a place for children; restructuring several school playyards from concrete, fenced prisonyard atmospheres to places where children enjoy playing; defining specific educational goals for children in kindergarten through third grade; developing criteria for determination of curriculum quality; developing criteria for appointments to administrative positions; and studying basic classroom education problems. Directly related to the latter issue, Dr. Apple stated that approximately one-third of Zone 7's children are now involved in individualized learning as a result of interest generated by the parents. Dr. Apple said the Zone Councils have as their main and only interest their children and the education they are receiving.

Dr. Apple replied to a number of questions following his presentation as did each of the five speakers.

Dr. Apple described the method of electing members to the Zone 7 Council, from lists of eligible parents with children

enrolled in the zone's schools (as school delegates) and residents of the zone (running as general delegates at large).

Asked if his zone were receiving cooperation from the local schools' administrations, Dr. Apple replied that some principals and assistant principals were supporting the council but that generally, he felt, there had not been a substantial indication of support. Dr. Apple also extended this observation to include the School District at 135 Van Ness when its help is required in resolving a local zone problem, e.g. in the matter of parent role in the selection of school administrators "downtown" did not feel that was an appropriate role for parents, he said. This resistance from "downtown" applied also to parent wishes for changes that involved budgetary action, he said.

Alan Kennedy, Chairperson of Zone 2 (the so-called Northern Council consisting of the Western Addition, the Marina, Pacific Heights, the Presidio, Treasure Island). There are 12 elementary schools in Zone 2. Makeup and election policies of Zone 2's Council were described. Teachers and administrators are not voting members.

Mr. Kennedy said it had been something of a struggle to get recognition from 135 Van Ness Avenue, but that at present the Zone 2 Council was "fairly well recognized" by a majority of the "downtown" administration, with some openly-expressed opposition from at least two members of the Board of Education. Though the Board's March 16 recognition resolution stated that it was its policy to give zone councils the right to speak on Board agendas without following the standard procedure for addressing the Board, Mr. Kennedy charged that this policy has not been followed the past two months.

Mr. Kennedy said the Council was learning at two levels:

1. How to get together with parents it is supposed to serve, and
2. How to be effective in getting changes made on their behalf.

Mr. Kennedy said he saw as the primary goal in his zone, the job of getting together parents of all colors, or all economic levels and political philosophies to discuss education. Though they may not emerge with a consensus, they will have put their minds together on the problems.

Mr. Kennedy went into some detail about the diverse ethnic representation in Zone 2, in which some Chinese, Japanese and Filipino parents have attended some meetings, and advisory help from a Chinese-American mother (a PTA president). Kennedy said he hoped that by next Fall there will be a substantial return to the public school system by children who last year attended the Chinatown Freedom Schools. Black participation was evidenced in a position as secretary and one of two vice-chairpersons, though other Black involvement has been "sporadic". The heaviest participation has been by Whites, largely because of their long-established pattern of participation in the PTA. Military participation has been evidenced in participation by two Presidio officers (a vice-chairperson and a fiscal advisor) despite original hostility of military parents at Treasure Island who at first identified the Zone Council with "downtown" and who wanted only one-way busing, into Treasure Island, for minority children.

Dr. Apple and Mr. Kennedy were asked if they felt that at this point the zone councils had any influence as parent input to education.

Mr. Kennedy replied that Zone 2 is in the midst of negotiation, at the direction of the Board of Education, with members of the School District staff to work out a policy and procedures by which parents can be involved in screening and selection of principals and assistant principals. He said also that he felt there were some more sympathetic and receptive attitudes developing towards the zone councils among both SFUSD staff and Board members.

Dr. Apple said that Zone 7's primary goal had been the institution of individualized learning in classrooms, and that now, as he had reported, some one-third of the children in that zone were receiving this kind of instruction. Teachers also are learning through in-service training in this area, primarily, he felt, because of the Council's input and through funding from private foundations.

Ms. Mary Mazyck, Chairperson of Zone 3 (the largest zone in the city, comprising North Beach, Chinatown, South of Market, the Inner Mission, Potrero Hill, and Eureka and Noe Valleys).

Ms. Mazyck reported that Zone 3 has concentrated last Fall on relieving the tensions arising over the inauguration of transportation to desegregate the elementary schools. The Zone Council coordinated work by the parents to act as hosts and hostesses to greet parents during the first school week. It held a press conference to provide information and counsel during the dry run of the transportation plan. Parents acted as crossing guards when the plan began, and as translators (in four languages -- English, Spanish, Chinese and Tagalog) at the various schools, etc. The Council also:

1. Established a multi-ethnic and parents-guidance library (which is shared with all other zones as they wish);
2. Sponsored two workshops;
3. Provided all communications about the zone in four languages.

Ms. Mazyck said site councils were functioning well at all nineteen schools in Zone 3. She said the major need in the zone was for more site administrative help, and that it had been difficult to get local school principals to accept the Zone Council.

Dr. John A. Horwitz, Chairperson of Zone 6 (Sunset, Park Merced, Lakeside, Ingleside).

Dr. Horwitz stated that in his zone the most pressing need was the development of a "sense of zone within the zone" -- i.e. the realization that there are common school and education concerns shared by all within Zone 6 despite the differences in racial and economic makeup its component districts. There are eleven elementary schools in this zone.

Among the accomplishments described by Dr. Horwitz were:

1. A wider and deeper understanding among parents of those neighborhoods with which they formerly had no contact.
2. Establishment and improvement of school transportation pickup points for greater convenience and safety.
3. Development of a newspaper distributed to virtually every household, the majority of which do not have children in school, in the zone.

4. Setting up resource committees to deal with specific school problems such as overcrowding and administrative difficulties.
5. Holding monthly luncheons to bring together PTA representatives, zone and local leaders.
6. Presentation of specific policy positions (e.g. endorsement of junior high school integration) to the Board of Education.
7. Planning an orientation in-service seminar for persons being transferred into the zone schools.
8. Concern with the process of administrative personnel selection -- "Our input has been received with great courtesy and consideration, but a minimum of effect".
9. Exploration of the development of two community centers for adult education/recreation, year-round, night-time operation in two zone schools.

Dr. Horwitz stated that Zone 6 is deeply concerned that its office be maintained with the present (minimal) number of personnel.

Replying to a question, Dr. Horwitz said that in his zone there had been no problem in getting parent participation in the Council.

Ms. Kathleen Schuler, Chairperson of Zone 1 (the Richmond, part of the Western Addition).

There are 14 schools, including two junior highs and a high school in this zone.

Ms. Schuler described briefly the makeup of the Zone 1 Council: two elected members from each school; no voting members from school staff (teachers and administrators). Site committees were also established at each school, in addition to the PTA committees. The nature of the PTA's as well as of the site committees has changed, she said, over a period of three years. The PTA's are becoming less involved with fundraising and have become more actively involved in providing in-school programs, media centers, etc. There has also been a greater acceptance of the Zone Council on the part of administrators in the zone. Parents have worked on establishing library media centers, in-school club programs, option programs, have done murals, and decorated playgrounds. These are instances of close working relationships with school staffs that were not taking place three years ago. New people are serving on the Council.

Ms. Schuler stated that she felt that at times the Zone 1 Council has been "manipulated and used", and that when a Council permits this to happen, it does the community and itself a grave disservice. Dealing with crises, she said, seems to be the Council's orientation, and the next year should see a departure from this and a turning to long-term goals of sharing power with "downtown". Ms. Schuler spoke also of the Council's effectiveness in reaching the community, and its problems with parent apathy. There is developing more input at the site level, however, and more active involvement by community organizations concerned with education.

Commissioner Fine stated that the foregoing speakers were an example of the HRC's continuing interest in maintaining a close relationship with the zone councils as an example of parent involvement in their schools.

Introduced from the audience was Ms. Pegge Lacey, First Vice-President of the California Congress of Parents and Teachers, Second District.

Commissioner Fine again thanked the speakers for their participation and announced that the Youth and Education Committee would report back to the HRC any recommendations that might come out of its projected July 19 meeting on this subject. He stated that he was impressed with the commitment and perceptiveness and quality of the leadership of the zone councils.

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- Attention was called to an updated report on the status of legislation endorsed by the Human Rights Commission (relative to education) contained in the Commissioners' packets.

- Communications With School Board Members

Letters were sent on behalf of the Human Rights Commission to all outgoing and incoming Board of Education members.

- Abraham Lincoln and Polytechnic High Schools Accreditation Status Report

Following the HRC's June 22 meeting, Chairman Kingsley wrote to Superintendent of Schools, Thomas Shaheen, regarding the HRC concerns about the accreditation status of Abraham Lincoln and Polytechnic High Schools. The letter was referred to Isadore Pivnick, Assistant Superintendent, Field Instructional Services. Mr. Pivnick's reply was read in full. The documents included in his reply were: Status of Accreditation for All High Schools, the Visiting Committee Revisitation Report of the Western Association of Secondary Schools and Colleges, and Accreditation of Abraham Lincoln High School. The concluding paragraph of the WASC was read in full, stating essentially that "No adjudication of the action taken... can be made... unless a report following the guidelines developed by WASC is submitted... If the school follows the basic tenets of the WASC accreditation process... in the development and preparation of school report, a revisitation committee can be invited to return to the school (Lincoln) at any time."

Commissioner Fine commented that he did not view the report as a refusal to renew the accreditation of Lincoln, but rather as a policy matter of the WASC to have a self-evaluation study available to it. There is every reason to believe, he said, that under the new administration (a new principal and new assistant principals have been appointed at Abraham Lincoln), such a review can be arranged before the end of the Fall semester and accreditation can be renewed by the Spring semester.

The Human Rights Commission will be kept up to date on the accreditation procedure progress.

- *** Mrs. Gail Roberts was asked by Chairman Kingsley to contact the new Abraham Lincoln principal expressing the HRC's concern that steps be taken as soon as possible for the preparation of the needed report.

POLICE LIAISON:
Curtis McClain, Chairperson

- Proposed Resolution of Endorsement of S 2507, the Handgun Control Act of 1972

Because there was no quorum, and the HRC could not take action,

this presentation was postponed until the July 27 HRC meeting. The newsletter of the National Committee for a Responsible Firearms Policy was distributed.

EMPLOYMENT:

Very Rev. C. Julian Bartlett, Chairperson

- Candlestick Park Affirmative Action Agreement - Herb Spiro

Mr. Spiro reviewed the background of this agreement, the first negotiated labor-management-community affirmative action agreement outside the construction industry in San Francisco. Formal announcement of its signing was made at a press conference called by Supervisor Dorothy von Beroldingen on July 5. Supervisor von Beroldingen was Chairperson Pro Tem. of the Board of Supervisors' Finance Committee in the absence of Chairperson Robert Mendelsohn.

The Human Rights Commission involvement began on April 12, 1972, when it asked the Finance Committee not to approve a lease agreement for Stevens California Enterprises, Inc. to be the concessionaire at Candlestick Park until an acceptable affirmative action agreement had been reached. The agreement finally reached, which was effective as of April 21, 1972 for a five year period, renewable and subject to change should the signatories wish it, provided for an immediate increase in vending and culinary jobs for residents of the Bayview-Hunters Point Community from 8 to 25; for a city-wide goal of a 42.8% minority workforce next year; membership by these new employees in the appropriate unions; and procedures for carrying out these goals.

Signatories included the Stevens California Enterprises, Inc., The Bayview-Hunters Point Model Neighborhood Commission (for its job development agency, the Southeast Community Development Corporation), the Concession and Program Employees Chapel #468, which is the vendors' union, the San Francisco Local Joint Executive Board of the Culinary Workers, Bartenders, and Hotel, Motel and Club Service Workers acting for its constituent culinary unions; and the Human Rights Commission.

Stevens, which has a contract with the San Francisco Giants as the latter's concessionaire, is the lessee as concessionaire for all other events at Candlestick, including the San Francisco Forty-Niners' football games.

Mr. Spiro introduced Ms. Lillian Harrison, who is responsible for implementing this agreement through her work as Job Development Coordinator of the Southeast Community Development Corporation. Commissioner Joseph Garcia was cited for his valuable work in helping achieve this agreement over many weeks of delicate negotiations. Commissioner Garcia commented that all participants deserved commendation for their contributions to working out their differences.

Mr. Spiro pointed out that one significant consequence of the agreement is its giving these new minority members of the culinary unions the opportunity to move to other, regular jobs in the trade.

Read into the record was a statement by Joseph Belardi, Executive Secretary of the Local Joint Executive Board of Culinary Workers, Bartenders and Hotel, Motel and Club Services Workers Unions, praising the Human Rights Commission for its efforts and the agreement for symbolizing "real progress...in trying to solve the youth jobs replacement, and most important, in line with a formula to also solve and satisfy the mixture of ethnic groups in this city."

- Commissioner Bartlett commented that commendation was due also to the HRC staff who worked out this agreement.
- 1970 Census Data on the Distribution of Unemployment in San Francisco - Michael Schneider, Manpower Planning Council

Mr. Schneider used a series of maps to illustrate his presentation of data obtained from the 1970 Census, done in the Spring of 1970. The Census Department uses some definitions to identify employed and unemployed, he said, which are questionable. For example, the Census did not define subemployment, i.e. working one day a week was counted as working one week. This is a change in the definition guidelines from the 1960 Census to the 1970 tally.

The census was done by census tracts, which were identified on the maps to which Mr. Schneider referred. The unemployment data was done on a 15% sample of population, the employment data on a 5% sample.

Overall unemployment charted on the maps was stated in various percentage ranges by census tracts, i.e. 6.4% to 8.9%, up to 25% and up.

The total unemployed in San Francisco at the time of the Census was 21,674, or a 6.4% unemployment rate for a labor force comprising those 16 years and over. Unemployment figures for boys and girls in the 14-to-16 year-old bracket are not included in this census data.

Of the 21,674 unemployed, 4,105 were Black, for a 10.4% rate. "Other Races" had a 4.9% rate and the Spanish-surnamed 7.5%.

Mr. Schneider said that the Census definitions of Spanish-surnamed population varied throughout the country; for example, in some areas counting Puerto Ricans with "Other Races", so that the figures were not consistent.

The significant point of the data on unemployment, he pointed out, is that it is concentrated in the Economic Opportunity Council (poverty) target areas of the City, largely in the eastern and southern half of the City. He noted also that Black unemployment percentages were consistently high in proportion to Black populations not only in areas of largely Black residency but in some tracts where they are not the major proportion of the area population. Thus, no matter where minorities, including the Spanish-surnamed are residents their unemployment percentages were high. Mr. Schneider said he had recently seen reports on the 14-to-16 year-old unemployment figures and that two-thirds of the unemployed in this age bracket were Black.

Mr. Schneider reviewed in some detail sample tracts, giving the racial makeups, the median incomes, the numbers of families living below the poverty income level (\$3,700 in 1969), and the numbers of families receiving public assistance. These included the North Beach housing tract (101) near Fisherman's Wharf and a Chinatown housing tract (107).

The speaker stated that he believed that incomes have been understated in these urban samplings in many cases because people tend to give their take-home pay, rather than their gross pay.

In one Mission District tract, containing the largest number of Spanish-surnamed persons in the City, the overall 1970 Census unemployment rate was 11.9%. Here Black unemployment stood at 10.9% and Spanish at 15.1%. In Hunters Point, the census tract with the largest Black population proportion (8,000 of a total

9,000 residents), the Black unemployment rate was 21%.

Mr. Schneider said that the only data available now is the percentage by race of unemployed in these census tracts, but that soon data on the numbers by race of unemployed will be available.

In the Ingleside district, with a Black population proportion of 75%, unemployment was 6.3% overall.

The median income for San Francisco in 1970 was \$10,542, but in each of the tracts discussed by Mr. Schneider median incomes ranged between \$5,000 and \$7,000.

The income distribution in the City ranged from a low of \$2,345 in the Alice Griffiths Project in the Bayview to a Pacific Heights area between Jackson and Green and Lyon and Laguna of \$28,715.

Mr. Schneider said that a 20-page digest of employment and unemployment data is being prepared by the Manpower Planning Council. The first priority of the Council, he said, is economic development, in order to provide the 21,000 low-skilled jobs needed. The dilemma of job-training programs, of course, is training people when there are no jobs simply makes the unskilled jobless into skilled jobless.

Director Becker commented that Mr. Schnieder's presentation pointed out why the HRC spends as much time as it does on employment programs and as much time as it does in Hunters Point, since clearly unemployment is concentrated in the City's minority communities. Thus, if there is any one problem to which it must address itself, it is this problem. He expressed his concern that in the development of new jobs in the City (Yerba Buena, with a promise of 12,000 jobs: the Embarcadero Center of 5,000) unless some kind of handle can be obtained to insure that the employers in these new projects seek for their workforce the people from the areas of concentrated unemployment, with the completion of BART the City will be faced with these new jobs being filled by people commuting here but living elsewhere. If, he warned, present patterns of employment are followed, there will be no way to make a serious dent in these large pockets of unemployment.

Commissioner Bartlett stated that the presentation and its data raised some questions about what are to be the acute priorities of the HRC's concerns. Thus, in the concerns the HRC has about various aspects of Yerba Buena, it will have to define what is most urgent, and not lose sight of the employment contribution of this project.

*** Chairman Kingsley asked that Commissioners Bartlett and Heilbron meet with Director Becker and staff to address themselves to this setting of priorities vis a vis employment and housing.

DIRECTOR'S REPORT

- Through the Department of Public Health, funding has been granted the City-Wide Youth Council to carry out its Venereal Disease Education Project, which will help provide information to young people on resources for examination and treatment. A small stipend will be made available for 25 students in this work.

*** Commissioner Fine asked that special commendation be made to Commissioner Joseph Garcia for his work in seeking and finding funding for the City-Wide Youth Council.

The ad hoc committee charged with defining guidelines for the Human Rights Commission's new responsibilities under the Nondiscrimination Ordinance to implement the added strictures against discrimination on the basis of sex and sexual orientation will have a report ready at a future meeting.

A resolution of thanks to Commissioner Louis Garcia will be drafted and forwarded to him when word is received of acceptance of his resignation from the Human Rights Commission.

A letter has been received from the City Attorney, Thomas M. O'Connor, informing the HRC that in the lawsuit brought by Howard Treskunoff against the Human Rights Commission in Superior Court, judgment had been that "the non-advisory committees of the Commission are required to hold their meetings in public".

Mr. O'Connor stated that the City is appealing this judgment, thereby staying its effect. He wrote, "Consequently, the committees of your Commission are not required to comply during the pendency of the appeal and a final decision. However, during the same period, your Commission, if it so chooses, may require all of its non-advisory committees to deliberate and act at meetings open to the public".

The HRC was advised that the Brown Act requires only that regularly held meetings be open to the public and any person be allowed to attend. However, with respect to special meetings personal or written notice must be given each member and each local newspaper of general circulation, radio or television requesting notice in writing at least 24 hours in advance.

Director Becker suggested that the Human Rights Commission make clear an open meeting policy in practice. HRC meetings are announced in advance in its Minutes. In addition, the press is notified by telephone 24 hours in advance of its regular meetings. Committee meeting schedules should now be published in the Minutes also.

Congratulations were offered to Director Becker, who on July 12 received the San Francisco Foundation's Tenth Annual Award "in recognition of exceptionally courageous and effective work in improving human relations..."

to New Matters

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The next meeting of the Human Rights Commission will be July 27.

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Respectfully submitted,

William Becker
Via Jack Casford

27-72
HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of July 27, 1972

* * * * *
* NEXT MEETING: August 10, 1972 *
* Thursday *
* Main Library, Civic Center *
* Commission Room, Third Floor *
* 9:30 A.M. *
* * * * *

DOCUMENTS

AUG 10 1972

SAN FRANCISCO
PUBLIC LIBRARY

ROLL CALL

Commissioners

Present: Rev. Victor L. Medealis (presiding), Very Rev. C. Julian Bartlett, John Yehall Chin, Rabbi Alvin I. Fine, Joseph Garcia, Louis Heilbron, Ms. Mattie Jackson, Earl Livermore, Earl Raab, Louis Simon

Excused: Rev. George Bedford, Sister Mary Bernadette Giles, Leonard Kingsley, Curtis Mc Clain

Staff

Present: William Becker, Director, Stanley Abe, Frank Anderson, Ms. Joan Barr, Jack Casford, Shone Martinez, Booker Neal, Ms. Gail Roberts, Herbert Spiro, Ms. Renee Thompson, Ms. Edith Witt

Pledge of Allegiance

Minutes of Meeting of July 13, 1972 approved.

COMMUNICATIONS

- From California Senator Milton Marks, stating his support for Senate Bills 944 (which he co-authored) and 1263, which the HRC had endorsed.
- From Kathryn S. Blalock, President, League of Women Voters of San Francisco, Thanks for being sent a copy of the HRC's Annual Report.
- From California Assemblyman Willie L. Brown, Jr., stating his endorsement of Senate Bills 944 and 1263.
- From Betty A. Mulholland, Senior Assistant Contract Compliance Officer, US Office of Civil Rights, General Services Administration, expressing thanks for Stanley Lim's participation in a contract compliance training program.
- From Ms. Ernest R. Lilienthal (retiring member of the San Francisco Board of Education) expressing appreciation for the HRC's letter of commendation to her and stating "The HRC can claim a large share of credit for whatever advance the School District has made in understanding the rights of all children and teachers.

COMMITTEE REPORTS

POLICE LIAISON:

Curtis McClain, Chairman

- Proposed Resolution of Endorsement of S 2507 (Handgun Control Act of 1972). Guest: John L. Weber, Chairman, Bay Area Chapter, National Council for a Responsible Firearms Policy, Inc. (continued from July 13, 1972 agenda) - Commissioner Earl Raab

This proposed action is in direct relationship to a basic position the HRC had taken officially in the past. On May 25, 1972, in Resolution 8-72, the HRC, in reaction to the shooting of Governor George Wallace (with a handgun) called for handgun controls. In 1968 and 1969, the HRC also had taken action calling for weapons controls.

The proposed Resolution was read in full by Commissioner Raab, who then introduced Mr. Weber.

S 2507 was characterized as a vital, though "feeble", step on the national level towards effective gun control. The 1968 Gun Control Act was, said Mr. Weber, the first meaningful legislation of this nature in forty years. It prohibited the mail order sale of guns, sharply restricted out of state purchases of firearms, and forbade sale to certain persons (known drug addicts, persons who had served prison terms of more than a year, known mental incompetents, etc.)

Quoting from an Associated Press story printed in the Toledo Blade, August 13, 1970 "The (Gun Control Act of 1968) act's ban on importation of foreign military or non-sport firearms has resulted in a proliferation of US manufactured inexpensive, small-caliber handguns...US production of such weapons jumped from 60,000 in 1968 to 700,000 in 1969, after the act's passage.

Mr. Weber referred to statistics provided by the Chief Counsel of the Department of Law of the City of Toledo, Ohio, which enacted a handgun control ordinance in August 12, 1968 due to the "alarming increase in crimes committed with handguns". The ordinance imposed regulations on the licensing of dealers, reports of sales and the necessity of possession of an I.D. card for purchase, and the Chief Counsel wrote, "It has had an impact on the impulsive purchase of cheap handguns for the commission of crimes." Statistics comparing crime frequencies and those committed with handguns for the year prior to the ordinance and the two years subsequent were quoted. A photocopy of the full report was provided the HRC.

A typical statistic: August, 1967 - July 1968 (before the ordinance)
36 murders, 22 committed with handguns

August 1968 - July 1969
14 murders, 8 committed with handguns

Thus: decline in murders of 61%
decline in murders committed with handguns
of 63%

Mr. Weber pointed out that although the declines are not impressive numerically, proportionately they are impressive, particularly when compared with national figures for the same data showing increases of 20 to 25% each year.

Mr. Weber urged HRC endorsement of S 2507, introduced originally by Senator Birch Bayh. The bill is before the Senate currently. He stated that he hoped the HRC will go beyond the Bayh bill and urge more stringent licensing and registration regulations.

The HRC had had copies of the proposed Resolution for study in advance of the meeting.

It was

*** m/s/c That the Human Rights Commission adopt the resolution to endorse passage of S 2507 in the United States Senate (copy attached).

EMPLOYMENT:

Very Rev. C. Julian Bartlett, Chairman

- Civil Service Recruiters Project - Frank Anderson

This project began in February, 1972, on an allocation of seven job slots by the Mayor's Office as part of the Federal Emergency Employment Act. Its purpose is to recruit people, specifically

minorities, to apply and qualify for City civil service jobs. The HRC was asked to coordinate and supervise the project. Seven recruiters, representative of the minority communities of the City, work under the direction of Ms. Marie Davis, a member of the Civil Service Commission staff. Introduced were the following recruiters: Dan Amerson, Luis Escobar, Jose Fabiani, Al Howard, Chris Lamadoro, and Greg Maritani. Alvin Ja was unable to be present. Represented are the Chinese-merican, Spanish-American, Japanese-American, Black, Filipino, and American Indian communities.

Ms. Davis reviewed the work of the project. She described the selection of the recruiters (Community Liaison Worker is the civil service title for the jobs position) with strong minority community ties to: contact all referral and intake sources in their communities, do individual recruiting, provide counseling, etc. to bring more minority people into the City civil service employment structure. They have recruited for permanent, limited tenure, and Emergency Employment Act positions in City civil service.

Since the beginning of the project in February 1972, 280 minority men and women have obtained City jobs. Fifty have attained permanent jobs or are on eligibility lists for such jobs. Minorities have not only obtained clerical jobs but also begun such work as a psychiatric social worker (a Spanish-surnamed female) and carpenter (an American Indian).

In the transition to the new fiscal year (1972) July 1, there has been what Ms. Davis called a lull in Civil Service hiring. The recruiters, therefore, on counsel of the HRC staff, started two alternative work projects: one is called On-The-Job Training with private industry (funded by the US Department of Labor through SER, the Urban League and NAB, providing \$50 weekly towards an average three-month training period for a minority person who would then be hired permanently by the employer. Ms. Davis said this had been a "very successful" program.

The second project was for Emergency Employment Act funded summer jobs. Employment has been found for one hundred neighborhood persons. Since June 1, skilled, unskilled, and trainee placements have been made in private industry. One man works as a draftsman with the Bechtel Corporation, another as a master mariner with the San Francisco Port Authority.

Ms. Davis said that minority referrals to Civil Service have increased through this recruitment program, and that attitudes heretofore of not trusting the Civil Service system were changing as a result of the direct, personal involvement of the recruiters in the minority communities. Ms. Davis asked for the support of the HRC in getting a wider dissemination of information about the project. She said she hoped that the project might one day become a permanent operation.

Jose Fabiani was introduced. He works in the Spanish-American community. He discussed the workings of the On-The-Job Training program. He said the problem in this program had been obtaining cooperation of larger, corporate employers. Cooperation from employers in small enterprises has been good. Mr. Fabiani said he has been able to find jobs for minority people as waitresses, retail clerks, shoe salesmen, etc. The objections of the larger employers, he said, were centered around taking the time to train workers. Training time under OJT varies with each job classification. For example, the US Department of Labor requirement for a shoe salesman is 26 weeks work training.

To a question from Commissioner Livermore regarding recruiting and placement of American Indians, Ms. Davis stated that many American Indians have a strong apprehension about contact with

governmental structures. It was stated also that recruiters are building up skill banks (lists of work-seeking people, with their qualifications, for placement and referral). The recruitment project has, however, helped bring some 12 American Indians into City jobs, one in a permanent position.

Greg Muritani spoke of his work in the Japanese-American community as a recruiter. He has contacted some of the private employers in this community and has, through OJT, been able to place five persons. He said that many of his applicants have limited experience, and are unable to fulfill civil service requirements which extend beyond academic experience to one or two years of practical experience. Thus, the OJT program will make it possible for many young people to obtain the work training necessary for civil service jobs.

Dan Amerson described his work in the American Indian community. He stated that though a small number of the 280 placements made in city jobs are from the American Indian community, he has been able to place 38 in other positions. He said that he has been more successful in dealing with trade unions. He, too, has had difficulties because of the often extremely limited experience and qualifications of some American Indians.

On the motion of Commissioner Bartlett and with additions by Commissioner Heilbron,

It was

** m/s/c That the Human Rights Commission express enthusiastic support for the Civil Service Recruiters Project and urge all-out cooperation with them on the part of all City agencies, and that it further commend the recruiters for developing alternative work opportunities in private and federal employment.

Mr. Anderson pointed out that it should be understood that the HRC does not receive federal funds directly for the On-The-Job Training project. It develops job slots and utilizes funded positions granted to community agencies by the US Department of Labor.

Affirmative Action Program, Civil Service Commission - Frank Anderson

Reference was made to material provided the HRC for this meeting relative to the proposed Affirmative Action Program for the City. This program is the product of months of discussion and meetings between the Civil Service Task Force, on which the HRC serves, and the Civil Service Department staff.

The document, said Mr. Anderson, is similar to what other cities and counties are developing, but it contains a unique HRC approach, i.e. the continuing role of the HRC and the provision for the Task Force as an advisory body and as a body responsible for a detailed analysis of possible problem areas revealed by the HRC's annual ethnic survey of City employment. Many people cooperated in preparing this document.

Mr. Anderson said that this document is a more comprehensive approach to the entire field of selection and hiring practices based on affirmative action, and that, while the Civil Service Commission had already taken many of the steps mentioned in the program, this was the first time an over-all approach was put down on paper in one document.

Commissioner Bartlett paid tribute to the work of the HRC staff with the Civil Service Task Force in the development of this document.

It was

- ** m/s/c That the Human Rights Commission commend the Civil Service Task Force, the Civil Service Department staff and the staff of the Human Rights Commission on the development of the Affirmative Action Program for San Francisco City Employment and urge the Civil Service Commission to adopt this Affirmative Action Program, together with the HRC's document entitled Principles for Affirmative Action.

Ad Hoc Committee to Study the Amended City Nondiscrimination Ordinance (to include sex and sexual orientation).

The committee has not yet arrived at a final document of recommendations for HRC procedure guidance.

As an intermediate step, however,

It was

- ** m/s/c That the Human Rights Commission adopt a Resolution requesting the City Purchaser and other awarding agencies to add the provisions of this City Ordinance, 96-72, to all contracts and purchase orders. The full Resolution is attached to these Minutes.

YOUTH AND EDUCATION:

Abbi Alvin I. Fine and Sister Mary Bernadette Giles, Co-Chairmen

Recommendations on School Zone Council Operation - Commissioner Fine

A presentation by five of the Zone Council chairmen was made at the HRC meeting of July 13, 1972. On July 19, the Youth and Education Committee explored Zone Council operations and concerns further at its regular meeting. Commissioners were provided copies of a staff summary of background data on the Zone Councils prepared by the Community Relations Office of the San Francisco Unified School District.

A summary of the discussion at the July 19 meeting was made by Commissioner Fine. One of the more important points made was that there is a distinction between the zone council on the one hand as separate and independent advocate of parents and community people and on the other hand as the recipient of delegated authority and resources from the Board of Education. There was divided opinion as to whether the councils could play both roles effectively.

The recommendations to be presented to the HRC were discussed with Mr. Jaffey of the School District in detail and he is in essential agreement with each of them.

All of the Zone Councils have been invited to send representatives to the regular meetings of the Youth and Education Committee of the Human Rights Commission.

Commissioner Fine read the six-point Recommendations for Zone Council Operation Directed to the Seven Zone Councils and to the San Francisco Board of Education.

It was

- ** m/s/c That the Human Rights Commission accept these Recommendations. A full copy of the Recommendations is attached to these Minutes.

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It was announced that on June 29 the Board of Education approved a motion by Board Member Lilienthal that George Boisson, Assistant Superintendent for personnel Services, meet with zone Council representatives and School Site Council representatives to establish procedures consistent with District policy on Zone Council participation in the selection of administrative staff. This (participation in administrator selection) was an issue that had been raised by a number of Zone Council chairmen at the HRC's July 13 meeting.

- Request for Endorsement of AB 1703 (Assemblyman Willie L. Brown, Jr.) which would provide continuous funding of the Educational Opportunity Program at community colleges and state universities and colleges.

AB 1703 would establish a method of continuous appropriations of specified sums at the community college level and the state university and college levels.

There was discussion of SB 241, introduced by Senator Milton Marks, which would appropriate \$3,331,680 to fund EOP at the state college level. This bill was an attempt to restore funds deleted by Governor Reagan; it would be funding for one year only. The HRC has endorsed this bill.

It was

- *** m/s/c That the HRC endorse AB 1703. It was pointed out that the Legislature would adjourn for three months on July 28, and that the relationship between AB 1703 and SB 241 should be discussed by the authors.

- FYI, Media Project's Information Materials - Ms. Joan Barr

The summer issue of FYI (For Your Information), A Digest of Educational News, is a ten-page presentation of articles. Tribute was paid to the work of Fred Eliason as Contributing Editor. Ten thousand copies have been printed. Copies are available at the HRC office through the Media Project staff.

It was announced that the Department of Health, Education and Welfare has recommended that the Project request an extension of the program for eight weeks beyond December 6, 1972, to January 31, 1973. It is felt that federal guidelines for requests for re-funding for a one-year period for such programs will not be issued until Fall. Therefore, in order not to lose staff and project momentum, HEW recommends that the Media Project apply for extension of its original period of funding due to end December 6, 1972. This will allow time for the federal guidelines (procedures and eligibility standards that must be met by applicants) to be prepared for the coming year.

- Affirmative Action in Private Placement Institutions - Stanley Abe

It was announced that this survey study of the ethnic makeup of the staffs of juvenile placement institutions and the composition of their resident populations earlier had resulted in a staff complaint of noncompliance against two institutions that had failed to respond to questionnaires. These two institutions have now responded and the complaint has been dropped.

Thirty-six institutions utilized by the Juvenile Court for placement of children were originally included in the survey. Two, the Court reports, have not been used in recent months, hence they are no longer under study. Seventeen of the 36 institutions, after preliminary analysis, are in some need of consultation regarding their minority employment composition. (5 in San Francisco, 2 in the immediate Bay Area, 1 in Northern California and 9 in Southern California).

Many institutions receive placements from both the Juvenile Court and the Department of Social Services, and it has been determined that the DSS of the City uses 33 institutions that the Juvenile Court doesn't. These 33 institutions, have not thus far been included in the HRC survey. In order to apply the requirements of the City's Nondiscrimination Ordinance equitably, therefore, contact has been made with the DSS placement personnel to cover them too.

In June, the Finance Committee of the Board of Supervisors heard testimony from different groups in the community regarding viewpoints and recommendations on a City juvenile placement policy. Subsequently, the Board (Supervisor Mendelsohn) directed the Delinquency Prevention Commission the City to appoint a Task Force to devise a comprehensive plan for eventual Board of Supervisors action.

The Task Force includes representatives of the Juvenile Court, the Probation Department, the Juvenile Justice Commission, the Delinquency Prevention Commission, the Human Rights Commission and the Social services Commission and community programs. Currently the Task Force has not met because of a need to clarify the Juvenile Court's demand for a clarification of the Task Force Role and functions. Its purpose is to gather statistics on the Juvenile Court placement system to exchange information on available programs, to recommend specific action to the Finance Committee of the Board of Supervisors, and to include all segments of the community.

Mr. Abe said that he considered the Task Force the best hope for carrying out overall evaluation and possible modification of juvenile placement policies. Progress reports on the Task Force work will be made in the future.

*** Commissioner Fine asked Mr. Abe to provide the Human Rights Commission with an updated statistical report on the institutions he has surveyed and notes on any progress made.

Commissioner Chin asked for the floor. He announced that he has submitted his resignation as a commissioner, effective August 1, to the Mayor. He will be assuming his position as a member of the the Community College Board, to which he was elected in June.

He stated that he, with Commissioner Raab and Fine, was one of the original members of the HRC, and that he had learned much in the fields of education, housing, and employment during his tenure. He paid tribute to the guidance of his fellow Commissioners Fine and Raab. He said he saw the HRC as a clearinghouse for solving some of the human miseries that exist and as a place where citizens can come to voice their opinions and sufferings. The work of the HRC will continue, he said, with more and more recognition of its role by the public. He recalled Mayor Alioto's characterization of the HRC as the "most active commission in the City", and said he hoped the Mayor would continue to give support and assistance to its work.

Commissioner Chin expressed his feeling of pleasure at his association with fellow Commissioners and staff, and his hope that he may continue to be associated with it. He said he was gratified to be able to continue his work with youth and with education in his new office.

*** Commissioner Fine was asked to prepare a formal expression of the HRC's great appreciation to Commissioner Chin for his valuable services to the HRC and of congratulations to him on his new post. Commissioner Fine responded by saying that no commissioner had given more of his heart and spirit to the HRC than Commissioner Chin. There was applause from the HRC, staff and audience as Commissioner Chin left the meeting.

HOUSING AND URBAN DEVELOPMENT:
Louis Heilbron, Chairman

- Report on AB 1687 to Permit "Local" Fair Housing Laws in California - Commissioner Heilbron

This bill, introduced by Assemblyman John J. Miller, would permit cities and counties to adopt fair housing laws. Thus it would clearly permit San Francisco to adopt an affirmative action housing ordinance. It was endorsed by the San Francisco Board of Supervisors July 10. The endorsement was at the request of the HRC and supported by the San Francisco Fair Housing Coalition, the Council for Civic Unity, the San Francisco League of Women Voters, and the Parkmerced Residents for Open Occupancy. It has passed the California assembly and been sent to the Senate Local Government Committee, chaired by Senator Milton Marks.

The Housing and Urban Development Committee is particularly interested in AB 1687 because of the Mayor's request that the HRC develop an affirmative action program in housing, in connection with the current Workable Program.

Since the Legislature adjourns July 28, the bill will be calendared in November of 1972.

There was a discussion of the issue of difficulties in achieving integrated housing in the numerous low and middle-income projects now being developed, with the dilemma of housing being built in former ghetto areas, where residents displaced by redevelopment have preference to the replacement housing, thus leading to a continuation of, as in the Western Addition, an all-black community. It was pointed out that one of the primary purposes in seeking affirmative action in the private housing sector was to reduce the pressure placed on minority people to seek housing only through public housing developments. Subtle discrimination in housing still persists in San Francisco and the Bay Area, stated Edith Witt, member of the HRC staff, therefore minority people are limited as to where they can find housing.

Commissioner Jackson reported that the Loren Miller Homes in the Western Addition are an example of an attempt to integrate an area that formerly was in essence a racial ghetto.

Ms. Witt reported that approximately one-third of the people displaced by redevelopment in the Western Addition were non-blacks, who along with their black neighbors, have priority for new replacement housing in the area. Most of them, however, have not exercised their option to do so because they have been able to find alternative, satisfactory housing in the private market. The black residents displaced have had to take housing that is unsatisfactory for the most part, and, hence, understandably claim their rights to return to the new housing in the same area. She said the HRC's special contribution can be its continuing efforts to help open up equal opportunity in housing in the private sector.

CENSUS DATA COORDINATING COMMITTEE:
Earl Raab, Chairman

- Staffed by Gail Roberts, the Committee continues to provide the service of bringing together all City departments, such as Social Services, Planning, Health, etc. to review the Census material as it is becoming available. This sharing of information and needs otherwise would not take place. It enables the departments to utilize the data in planning for the human services they are charged with rendering to the community. It is hoped to develop a means by which information about the human population of the City can be pooled on a continuing basis.

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DIRECTOR'S REMARKS:

- A meeting was held this week with seven young men representing Filipino community organizations. They expressed the desire for Filipino representation on the HRC staff and the Human Rights Commission and for closer cooperation on programs.
- A meeting was held July 27 with the Mission Coalition Hiring Hall, which brought out that they are following up on the HRC's affirmative action work with San Francisco banks and its urging them to maintain contact by negotiating referral rights for up-coming jobs. Some 250 job commitments have been obtained by the Hiring Hall with four of the banks. They are confident they can supply the people when they are notified of openings.
- The Commissioners were sent copies of a letter from the City Attorney regarding the decision of Superior Court Judge Joseph Karesh relative to committee meetings of the HRC. Director Becker spoke also to Deputy City Attorney on this matter to make certain that the HRC is doing all it can to cooperate, i.e. that the meetings of the HRC's committees fulfill the legal requirements for open meetings of public agencies. If members of the public appear at HRC and committee meetings, they must be admitted, and the meetings must be set at times and places which are announced. The Minutes of the HRC will henceforth include announcement of the schedule of committee meetings.

CALENDAR MATTERS:

- The August meetings of the HRC will be at 9:30 a.m., the second and fourth Thursdays, August 10 and August 24, on the Third Floor of the Main Library in the Civic Center.
- Youth and Education Committee

Third Wednesdays of the month in July and August

First and third Wednesdays of the month September through June

Next meeting: Wednesday, August 19, 3:30 to 5:00 p.m.
Cathedral House Library
Grace Cathedral
1051 Taylor Street
- Employment Committee

Third Thursday of each month

Next meeting: Thursday, August 20, 9:30 a.m. to 12:00 p.m.
Human Rights Commission Office, 1095 Market St.
- Police Liaison Committee

First and third Monday of each month

Next meeting: Monday, July 31, 4:30 p.m.
Human Rights Commission Office, 1095 Market St.
- Housing and Urban Development Committee

First Tuesday of each month

Next meeting: Tuesday, August 8, 12:30 p.m. (August 1 meeting had to be cancelled)
Human Rights Commission Office, 1095 Market St.

Adjournment

Respectfully submitted,

William Becker
Via Jack Casford

WB:JC:be
8-4-72

Attachments:

- 1) Resolution of Endorsement of S 2507 in the US Senate (Handgun Control Act of 1972). Res. 9-72
- 2) Resolution Re: Awarding Agencies Contract and Purchase Order Additions in Connection with Ordinance No. 96-72. Res. 10-72
- 3) Resolution Re: Recommendations for Zone Council Operation Directed to the Seven Zone Councils and to the S.F. Board of Education. Res. 11-72.



CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 MARKET STREET
SUITE 501
SAN FRANCISCO, CALIFORNIA 94103
TELEPHONE 558-4901

RESOLUTION OF ENDORSEMENT
OF S. 2507 IN THE UNITED STATES SENATE
(The Handgun Control Act Of 1972)

A Bill to Amend the Gun Control Act of 1968 to Prohibit
the Sale of "Saturday Night Special" Handguns

WHEREAS, The Human Rights Commission, on May 25, 1972,
approved a Resolution on the Need for Gun Control (Resolution 8-72)
in response to the shooting of Governor George Wallace, pointing out
that "there is no good reason why handguns should be available to
anyone with cash to purchase them"; and

WHEREAS, The Human Rights Commission also, in 1968 and 1969,
urged strongly that stringent weapons control legislation be passed
in the State Legislature; and

WHEREAS, There is chilling evidence of the rise in the
number of handguns owned by private individuals (one estimate: 25 to
30 million); and

WHEREAS, There were 9,039 gun murders in the United States
in 1970 compared with 29 in Britain, 176 in Canada and 475 in France;
and

ENDORSEMENT OF S. 2507

-2-

WHEREAS, When the Senate of the United States reconvenes July 17 it will consider S. 2507, the first really effective gun control bill to be seriously considered on the federal level, closing the loophole in the Gun Control Act of 1968 which permits domestic assembly of the imported handguns;

NOW, THEREFORE, BE IT RESOLVED, That the Human Rights Commission of San Francisco endorse S. 2507, and urge its passage and implementation, mindful that the voice of this Commission and this community will be needed to mobilize support in the future for additional vitally-needed steps to achieve a fully effective national gun control policy.

Resolution 9-72
Adopted by HRC 7-27-72

be
(8-7-72 copy)



CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 MARKET STREET
SUITE 501
SAN FRANCISCO, CALIFORNIA 94103
TELEPHONE 558-4901

RESOLUTION RE: AWARDING AGENCIES
CONTRACT AND PURCHASE ORDER ADDITIONS
IN CONNECTION WITH ORDINANCE NO. 96-72

WHEREAS, The City non-discrimination ordinance has been amended (Ordinance 96-72, approved April 17, 1972) to include sex and sexual orientation as areas where discrimination by City contractors is prohibited;

BE IT RESOLVED, That the Human Rights Commission requests the City Purchaser and other awarding agencies to cause to be added on all contracts and purchase orders the provisions of Ordinance No. 96-72.

Resolution 10-72
Adopted by HRC 7/27/72

be
(8-7-72 copy)

CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 MARKET STREET
SUITE 501
SAN FRANCISCO, CALIFORNIA 94103
TELEPHONE 558-4901

RESOLUTION RE: RECOMMENDATIONS FOR ZONE COUNCIL OPERATION
DIRECTED TO THE SEVEN ZONE COUNCILS
AND TO THE S.F. BOARD OF EDUCATION

1. Employ community organizers for each zone who will be designated by and supervised by Zones; they are to be residents of and to have offices in the zones they serve; such staff is to be paid out of funds other than that of the School District, the function of this staff is to recruit grass root involvement in the schools.
2. Allocate funds, a minimum of \$10,000 per zone, over and above expenditures for zone administration and community organizers to be used for special projects in the schools at the discretion of the Zone Councils.
3. Urge Board of Education to retain and expand in-service opportunities for teachers such as the Teacher Learning Centers now operational in Zones VI and VII.
4. Clarify role, function, line authority, operation and supervision of Zone administrators and community liaison workers.
5. Encourage utilization of existing community resources including the Human Rights Commission to the fullest extent appropriate; invite each of the seven Zone Councils to designate an official representative to be a member of the Youth and Education Committee.
6. Encourage inter-zone cooperation; Zone Council chairmen should get together on a regular basis to facilitate, communicate and share ideas; cooperative programs involving more than one zone are recommended.

Endorsement Adopted 7/27/72 by HRC, Resolution 11-72.

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of August 10, 1972

* * * * *
* NEXT MEETING: August 24, 1972 *
* Thursday *
* Main Library, Civic Center *
* Commission Room, Third Floor *
* 9:30 a.m. *
* * * * *

DOCUMENTS

AUG 24 1972

SAN FRANCISCO
PUBLIC LIBRARY

NOTE: See under Calendar Matters section
of these Minutes schedules of
committee meetings.

ROLL CALL

Commissioners

Present: Leonard Kingsley (presiding), Rev. George Bedford,
Rabbi Alvin I. Fine, Ms. Mattie Jackson, Earl
Livermore, Rev. Victor L. Medearis, Louis Simon

Excused: Very Rev. C. Julian Bartlett, Joseph Garcia, Louis
Garcia, Sister Mary Bernadette Giles, Louis Heilbron,
Curtis Mc Clain, Earl Raab

There was no quorum, hence no official actions were taken.

Staff

Present: William Becker, Director, Stanley Abe, Jack Casford,
Booker Neal, Wayne Redus, Ms. Gail Roberts, Ms. Edith
Witt

Pledge of Allegiance

Approval of Minutes of Meeting of July 13, 1972 postponed to
August 24 meeting.

COMMUNICATIONS

- From US Congressman Phillip Burton, enclosing a copy of a letter he received from Congressman Poage, Chairman of the full Committee on Agriculture, in reply to the Burton letter of May 8 to Congressman Tom Foley concerning the question and status of legislation on providing surplus commodities to state and local penal institutions. The Human Rights Commission had written in April, 1972 to Congressmen Mailliard and Burton regarding this issue. Congressman Burton stated that "the possibility of securing favorable action during the time remaining in this session of Congress is not promising". Congressman Poage stated that his committee's requests in the past for Department of Agriculture reports on legislation which would give surplus commodities to state and local penal institutions have brought the opposition of the Department on the grounds that it would simply be a matter of the federal government's assuming part of the cost of state and local governments which were charged with providing food for inmates. The Committee staff requested a departmental report a year ago on a bill introduced by Congressman Hungate and it has not yet been made by the Department. Mr. Poage told Mr. Burton that he was again requesting a report from the Department on this legislation, HR 8704.
- From Lee S. Dolson, Ph.D., new member of the San Francisco Board of Education, thanks to the Human Rights Commission for its congratulations, good wishes, and offers of assistance and support.
- From the West Covina, California, Human Relations Commission, notice that it has endorsed AB 2284 and SB 944 in response to being contacted by the San Francisco Human Rights Commission.

- From State Assemblyman John L. Burton, stating his support of AB 1703.
- From State Assemblyman Leo T. McCarthy, advising that AB 1703 was passed by the State Assembly on July 18, and now awaits a hearing in the State Senate Education Committee.
- From State Senator George R. Moscone, thanking the Human Rights Commission for its support of his legislation, SB 1264 (re-referred to the Committee on Finance, with date for hearing pending as of July 20), and stating his support for SB 1245, presently pending in the Assembly Committee on Welfare.
- A separate letter from Senator Moscone, thanking the Human Rights Commission for its endorsement of SB 944 and SB 1263 and giving their status.
- From Nancy Wahlstrom, Secretary of the Human Relations Commission of Sacramento, requesting copies of the Human Rights Commission's Proposed Policy Guidelines on Principles for Affirmative Action in Public School Employment and Advancement of Equal Education Opportunity and Expansion of Students Rights and Responsibilities Manual. This material was sent August 4, 1972.
- From John F. Shelley, Legislative Advocate for the City and County of San Francisco in Sacramento, notice that the California State Legislature started a recess August 4 and will reconvene November 8, and that by taking a recess rather than adjournment there is left open the possibility the bills not heretofore acted upon are still active for consideration when the Legislature reconvenes.
- From Preston H. Roney, Principal, Abraham Lincoln High School, thanks to Commissioner Fine for his written concerns regarding Lincoln, and confirming he (Roney) would be present at the August 16 meeting of the Human Rights Commission's Youth and Education Committee.

YOUTH AND EDUCATION

Rabbi Alvin I. Fine, Co-Chairman

- Report on Youth Council Project to Combat the Spread of Venereal Disease Among Adolescents, a Component of the Department of Public Health's Venereal Disease Control Program Funded by the US Public Health Service, Through the US Department of Health, Education, and Welfare

Commissioner Fine introduced three guest speakers: Erwin H. Braff, M.D., Director of the Bureau of Disease Control, Department of Public Health; Charles Gross, Personnel Director, DPH; and Donald Hawkins, Administrator, City Clinic, DPH.

Dr. Braff stated that the City has a major venereal disease problem, particularly among young people in their teens and early 20's. Thus, it is in this age group where efforts need to be concentrated. In the past few years, the Department of Public Health has included in its budget requests an increment for funds for a peer-group involvement in efforts to deal with this health problem through the dissemination of information by youth to youth. These requests heretofore have been rejected. Over a period of some 18 months, the Human Rights Commission, through Gail Roberts of the staff, has worked cooperatively with Francis J. Curry, M.D., Director of the Department of Public Health, to write a grant proposal for funding a youth component as part of an overall venereal disease control project. The recent HEW grant to the Department of Public Health has included this component.

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The Human Rights Commission component was described in full in a Summary provided the Commissioners in their meeting packets. (That Summary is attached to these Minutes.) The Human Rights Commission will employ a Youth Council Representative, a Department of Public Health Educator working part time, five young adult Youth Council Workers working 16 hours per week, a Clerk Typist (all working for the duration of the 12-month grant), plus 25 adolescent Health Aides, who will work 10 hours per week for 48 weeks, earning \$1.75 per hour.

Dr. Braff described the City Clinic operation of the DPH's Venereal Disease Control Program, located at Fourth Street between Howard and Folsom, where some 65,000 patient visits are recorded each year, including more than 15,000 persons with confirmed venereal disease.

Dr. Braff stated that the program has the approval and cooperation of the San Francisco Unified School District. He said also that the San Francisco experience has been that the level of gonorrhea has leveled off, perhaps even declined, in recent months (though syphilis has increased) partly as a result of the efforts by the Department of Public Health. Numerically, gonorrhea always has been at a much higher level than syphilis.

Mr. Gross, representing Dr. Curry (who was in Washington), expressed the DPH pleasure with the excellent cooperative working relationships with the Human Rights Commission in this program. Dr. Curry, he said, has long wanted a peer-relationship approach to VD detection, education, and treatment, and hopes eventually to use this means in drug abuse work and other social problems related to the youth population. An equally important factor in this program, said Mr. Gross, is that it is a way of providing meaningful work experiences for disadvantaged youth for learning about health problems in their communities, and, perhaps, guiding them towards health and medical careers. Mr. Gross cited the high level of commitment of the applicants for the Youth Council Worker slots which he noted while serving on the selection panel. He said the component program at the Human Rights Commission was actually a pilot, and that the Department of Public Health hoped to expand it into the drug abuse work it will be doing under a federal grant, utilizing up to 200 youths, providing them with meaningful work experiences, and giving them an opportunity for qualifying for civil service positions.

Commissioner Fine asked that Mr. Gross convey to Dr. Curry expressions of gratitude on the part of the Human Rights Commission staff and the Youth and Education Committee for the excellent cooperation between the two agencies at the personal level. This program needs, he said, the human feeling that Dr. Curry injected into it on the particular aspect of aiding young people in pursuing careers in the health professions.

Donald Hawkins described the gonorrhea screening provisions in the federal grant for the Venereal Disease Control Program. It is hoped this year to screen asymptomatic females who present themselves for pelvic examinations at some thirty clinics operated in the County.

DPH has negotiated with such clinics as the General Hospital, the District Health Centers, the Haight-Ashbury Free Clinic, the Blackman's Free Clinic, Everyman's Free Clinic, etc. for participation. The youth component, he said, could assist in this screening operation by referral of young females to these various clinics. Compilation of information from the screening clinics (such as how many people are being treated) is provided the central DPH clinic, he said, and staff there are involved in making sure people are treated promptly and properly and that an epidemiological tools that are necessary are provided. Information about patients is completely confidential.

Booker Neal, Youth Council Coordinator and director of the HRC's youth component part of the program, named the members of the screening panel which interviewed and selected the Youth Council Workers: Troy Dangerfield of the Police Department's Community Relations Unit; Messrs. Hawkins and Gross, Stanley Lim and Jose Fabiani, of the HRC staff, Ms. Roberts, and himself. Of twenty applicants, five were hired. Three were introduced at this meeting: Ms. Susan English, James Louie and Carlos Dugue. Unable to be present were Louis Syquia and Ms. Marilyn Morris. These young people are undergoing training now, observing health treatment facilities, familiarizing themselves with City-Wide Youth Council and HRC projects, etc. The Health Aides will be hired and working by the second week of the Fall public school semester. Inservice training under Kenneth Hughes, Information Education Specialist of the DPH, will begin soon for Youth Council Workers. Mr. Neal and Ms. Roberts will meet August 16 with administrators of the secondary schools. They have already met with Dr. Myron Moskowitz of the San Francisco Unified School District to work out details of the work the staff will be doing in various schools.

Commissioner Livermore asked if there had been any involvement of American Indian youth in the program, and was told that it is hoped some can be a part of it as Health Aides. Mr. Neal asked for referrals of prospective American Indian workers. No American Indian youth were among the applicants for the Youth Worker positions. Mr. Hawkins said an arrangement had been made for screening services information to American Indian youth through a representative of that community.

Commissioner Fine thanked the speakers and said that the HRC hoped to have them back for a progress report.

*** Commissioner Simon offered his assistance in communicating information about this project through the media.

- Committee Items

The next Youth and Education meeting will be August 16, at which Preston Roney, Principal of Abraham Lincoln High School, will be present. Commissioner Fine noted that the Board of Education August 9 had adopted a budget cutting virtually in half the allocations of funds for programs at the school.

On September 20, the Committee will meet again, and letters of invitation to attend this meeting have been sent to all members of the newly-installed Board of Education. The purpose of that meeting will be "to make manifest the offer of assistance, conveyed by letter June 15, and to discuss educational issues of mutual concern".

HOUSING AND URBAN DEVELOPMENT:
Louis Heilbron, Chairman

- Draft Resolution: For 100% Rent Supplements, Under Special Circumstances - Postponed to next HRC meeting because of lack of a quorum.
- Director Becker reported that the Committee is continuing to study and discuss the area of what can be done regarding affirmative action in housing. The discussion is complicated by the fact that state law may pre-empt the field. A bill in Sacramento has passed the Assembly and is in the Senate and, if enacted, would remove the state pre-emption.

NATIVE AMERICAN ADVISORY COUNCIL:
Earl Livermore, Chairman

- Action Proposal on Education in San Francisco. Guest: Ms. Betty Turner, teacher at Francisco Junior High School and secretary of the Native American Affirmative Image Committee.

This Committee, said Ms. Turner, who was introduced by Commissioner Livermore, is an outgrowth of the Native American Advisory Council's desire to form a media committee. Ms. Turner, who said she is not a Native American (the only non-Native American on the Committee) stated that the media image idea was in response to awareness that some television and radio media were showing or playing material that was insulting and degrading to Native Americans. The Affirmative Image Committee, which is concerned with the Native American image in all areas, not just through the media, has representatives from Native American organizations throughout the Bay Area.

Commissioners were provided copies of a Community Action Proposal on Education in San Francisco drawn up by the Image Committee. Ms. Turner reviewed the recommendations in detail.

Ms. Turner stated also that many Native American children are being identified by teachers as other than American Indian. Some 50% of the Native American children in the country, she said, enter school with little or no comprehension of the English language. The Native American child also does not share the motivation of competitiveness to be "first" or the "best", she said, but rather lives by a "sharing" concept.

The Community Action Proposal contains six major recommendations to the San Francisco Unified School District:

1. That supplementary teaching materials dealing with Native American history, culture, values, cultural contributions, the true facts concerning Indian-White confrontation in American history, and present day problems of Indian people be obtained, and, if not available, be prepared for use in California history and United States history classes in San Francisco.
2. That all social studies teachers in San Francisco be required to attend a Native Studies course to be set up by the district with the assistance of Native American resource people here. There will be no charge to teachers for the course and they shall receive inservice credits for attendance.
3. That a Native Studies program be set up for all children in San Francisco in conjunction with California and US history classes. This program would include a general introduction to the history and culture of Native Americans followed by class visits of individual Indian speakers from various tribes during the year. (There are some 30 tribes represented in the Bay Area.)
4. That special tutoring and individual instruction be provided those Native American children who are behind in grade level. To meet these needs the American Indian Center has prepared a proposal to implement this program. Some tutors are now provided but they are not nearly adequate to meet the need.
5. That an intensive effort be made to recruit qualified Native American teachers here in San Francisco.
6. That the next new school in San Francisco be named after an American Indian hero such as Crazy Horse (Tashunka Witko). Other minority groups have had schools named after their heroic figures, so why not the American Indians? Native American people are the only people in the history of this land we now call the United States who shed their blood to defend it against an invader. More than any other American people, they deserve this recognition of the great and courageous patriotic leaders of their people.

Because of the lack of a quorum of Commissioners, consideration for action by the HRC on this Proposal was referred by the Chairman of the Youth and Education Committee for consideration before the next meeting.

*** Commissioner Fine suggested that the Youth and Education Committee will meet with Commissioner Livermore to coordinate its input on this issue and recommended Proposal.

DIRECTOR'S REMARKS:

- Mr. Becker stated that he will soon be proposing, after consultation with the Chairman, some changes in the Rules and Regulations of the Human Rights Commission:

1. That in July and August the HRC have only one meeting each month, in order to avoid being unable to act because of the lack of a quorum.
2. That the HRC consider a policy whereby if a proposal has been submitted to the HRC in writing in advance of the regular meetings it would not be necessary that it be read in full or summarized in detail at the regular meeting itself but be moved ahead to discussion and action. This is partly in response to the concerns of some of the Commissioners over the length of the regular meetings.

He announced that it was his policy that the HRC provide direct access to it for proposals of the Advisory Councils (Spanish-Speaking, Chinese, Native American). If the Commissioners then find that a proposal represents a substantive problem they may refer it to one of the standing committees. This is to avoid the requirement that Advisory Councils go first through a standing committee.

CALENDAR MATTERS:

- The next meeting of the Human Rights Commission will be at 9:30 a.m., August 24, on the third floor of the Main Library in the Civic Center.

- Youth and Education Committee

Third Wednesdays of the month in July and August; first and third Wednesdays all other months.

Next meeting: Wednesday, August 16; 3:30 to 5:00 p.m.
Cathedral House Library
Grace Cathedral, 1051 Taylor Street

- Employment Committee

Third Thursday of each month.

Next meeting: Thursday, August 17; 9:30 a.m. to 12:00 p.m.
Cathedral House Library
Grace Cathedral, 1051 Taylor Street

- Police Liaison Committee

Mondays following regular HRC meetings.

Next meeting: Monday, August 14; 4:30 p.m.
Human Rights Commission, 1095 Market Street

- Housing and Urban Development Committee

First Tuesday of each month, but

Human Rights Commission
City and County of San Francisco
Minutes of August 10, 1972

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Next meeting: Tuesday, August 22; 12:30 p.m.
Human Rights Commission Office, 1095 Market St.

NO REMARKS FROM THE AUDIENCE

Adjournment

Respectfully submitted,

William Becker
Via Jack Casford

WB:JC:be

Attachment: Component Summary from Venereal Disease Control
Program of San Francisco Department of Public Health

8-15-72

VENEREAL DISEASE CONTROL PROGRAM
CITY CLINIC
SAN FRANCISCO DEPARTMENT OF PUBLIC HEALTH
FUNDED BY
PUBLIC HEALTH SERVICE, H.E.W.

COMPONENT: To Combat the Spread of Venereal Disease
Among Adolescents

Human Rights Commission

COMPONENT SUMMARY

As a component of the Venereal Disease Control Program funded by the U.S. Public Health Service, the Human Rights Commission is working to combat the spread of venereal disease among adolescents. The thrust of the staff will be to emphasize the necessity of examination for all sexually active adolescents. The approach utilized will be youth-to-youth, with full technical cooperation provided by the San Francisco Department of Public Health, the School District, and other agencies as appropriate. The Human Rights Commission will employ a Youth Council Representative (Mr. Booker Neal), a Health Educator, working part time in this component (Ms. Judy Igar), five 16 hours per week young adult Youth Council Workers (Mr. Carlos E. Dugue, Ms. Susan English, Mr. James Louie, Ms. Marilyn Morris, Mr. Luis S. Syquia) and a Clerk Typist (Ms. Seu Chan) for the twelve month grant: July 1, 1972 through June 30, 1973. In addition, 25 adolescent Health Aides will work 10 hours per week for 48 weeks, earning \$1.75 per hour. Job announcements will be posted in San Francisco's public and Catholic high schools and youth organizations. An effort will be made to have a cross section of youth, including at least one youth from each of the comprehensive public senior high schools and including males and females, older and younger adolescents, and a racial mixture. Youth will not have to have participated in the Human Rights Commission's City-Wide Youth Council activities to be eligible.

In-service training will be conducted by the San Francisco Department of Public Health for all component staff. All staff other than the Health Aides will receive up to 20 hours of training during August in venereal disease information and in making general medical referrals; field trips to appropriate medical facilities will be included. The Health Aides, during the first week of their employ in September, will receive 10 hours of training on the order of that received by the other staff.

The Youth Council Workers and the Health Aides will utilize one-to-one and peer group pressure to urge prevention and examination and, if necessary, treatment. They will develop and then distribute V.D. informational materials written to communicate with youth. All possible youth and youth-serving groups will be involved in the outreach process, including the Boys' Clubs, YWCA, YMCA, recreation centers, church groups, community youth groups and the Economic Opportuntiy Council. The Health Aides will be available one-half hour before and one-half hour after school and during the lunch hour on a rotating basis in the senior high schools they attend. The Aides will also be on-call to talk formally or informally to classes. It is envisioned that most of the discussions will be conducted in relaxed, informal, one-to-one or small group discussions. If there are no Health Aides at some of the smaller senior high schools, non-public schools, or junior high schools, the staff will visit these schools periodically, probably once a month.

Staff will utilize, as appropriate, the technical information and medical expertise provided by the San Francisco Department of Public Health in general and City Clinic in particular, the School District and its school nurses and its Health and Family Life Education Unit. At times, they will provide an entree for medical

professionals to talk with youth, and, at other times, they will reword information into the language of youth, and, at still other times, they will bring youth together for dialogues on medical problems. Informational materials, talks, community meetings, and informal contacts will all be used.

An information center is located at the Human Rights Commission office at 1095 Market Street, Suite 501. The information center, under staff guidance, will focus on venereal disease information and referral services.

If there are any questions regarding the operation of this component, please contact Mr. Booker Neal, Youth Council Representative Human Rights Commission, 1095 Market Street, Suite 501, San Francisco, California 94103; the telephone number is 558-4901. The Health Educator is also available for queries.

GR:sc

August 7, 1972

(RC copy
be 8-15-72)

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of August 24, 1972

* * * * *
* NEXT MEETING: September 14, 1972 *
* Thursday *
* Main Library, Civic Center *
* Commission Room, Third Floor *
* 9:30 A.M. *
* * * * *

DOCUMENTS

SEP 6 1972

SAN FRANCISCO
PUBLIC LIBRARY

NOTE: See under Calendar Matters section
of these Minutes the schedules of
HRC regular committee meetings.

ROLL CALL

Commissioners

Present: Rev. Victor L. Medearis (presiding), Rev. George
Bedford, Rabbi Alvin I. Fine, Sister Mary Bernadette
Giles, Louis Heilbron, Earl Livermore, Earl Raab,
Louis Simon

Excused: Very Rev. C. Julian Bartlett, Joseph Garcia, Louis
Garcia, Ms. Mattie Jackson, Leonard Kingsley, Curtis
Mc Clain

Staff

Present: William Becker, Director, Stan Abe, Frank Anderson,
Francisco Aviles, Jack Casford, Mario Evangelista,
Ms. Rosina Lettre, Shone Martinez, Ms. Gail Roberts

Pledge of Allegiance

Minutes of July 13, 1972 and August 10, 1972 approved.

COMMUNICATIONS

- From Bernard Orsi, General Manager, Personnel, an official Notice of Action Taken by the Civil Service Commission at Its Meeting of August 14, 1972:

"At its meeting of August 14, 1972, the Civil Service Commission took the following action concerning the Affirmative Action Program Policy Statement:

"Adopt Civil Service Commission Policy Statement, with the Human Rights Commission's affirmative action definition noted."
- From Richard B. Morris, a copy of a letter sent to Mayor Joseph L. Alioto and others, offering congratulations on the City's adoption of an affirmative action hiring plan.
- From Ms. Kathryn S. Blalock, President, League of Women Voters of San Francisco, a copy of a letter sent to William Jack Chow, President, Civil Service Commission, stating the League's commendation for the adoption of the affirmative action program.
- From US Senator Alan Cranston, stating he voted in favor of S 2507, the bill to limit the sale of guns, when it came to the Senate floor August 9.
- From State Assemblyman Willie L. Brown, Jr., thanks for HRC endorsement of AB 1703, which will be heard by the Senate Finance Committee when the legislature resumes in November.
- From US Senator John V. Tunney, detailing his stand on the gun control legislation in the Senate and reporting his vote for a bill to ban cheap handguns called Saturday Night Specials.

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- From State Senator George R. Moscone, stating that Reverend Raymond Broshears has been in contact with his office regarding alleged job discrimination based on sexual orientation by utility companies, and that during the legislative interim the senator intends to make contact with the Fair Employment Practice Commission and the utilities.
- From David Rahaim, Administrative Assistant for Community Relations, City of Santa Barbara, California, copy of data concerning the number of limited English-speaking pupils in the school district of that area by primary language, and stating his shared concern for AB 2284 and SB 944 (state legislation relating to bilingual education program assistance).

COMMITTEES

YOUTH AND EDUCATION:

Rabbi Alvin I. Fine and Sister Mary Bernadette Giles, Co-Chairmen

- Progress Report on Juvenile Court Study

Commissioner Fine called attention of Commissioners to this report, included in their meeting packets, and prepared by Stanley Abe on request of Commissioner Fine at the HRC's July 27 meeting.

Mr. Abe's report, a detailed one, includes a narrative and statistical appendices.

- Media Project Workshop with School Principals - Ms. Joan Barr

Since Ms. Barr was unable to be present at the HRC meeting, Commissioner Fine reported for her that the Principals' Workshop was held August 21 at A.P. Giannini Junior High School with some 175 elementary school principals and administrators in attendance. The agenda included talks by Ms. Barr; by Ms. Rita Semel, Coordinator of the San Francisco Conference on Religion, Race and Social Concerns; by Jerry Kay, Public Affairs Director at radio station KFRC and by Ray Kohtz, Public Relations Office, San Francisco Unified School District.

Commissioner Fine noted that copies of the materials of the workshop were provided the HRC, with the exception of a pamphlet published by the National Association of Broadcasters. He read in full a letter of favorable comment on the workshop from Mr. Kohtz.

- Progress Report on Abraham Lincoln High School - Commissioner Fine

Preston Roney, Principal of Lincoln, was a guest participant at the most recent Youth and Education Committee meeting. Mr. Roney has been in this post only since July 1. He responded candidly and forthrightly to questions regarding the problems at Lincoln, said Commissioner Fine, and showed a grasp of the complexities of the situation, of faculty factions as they exist, and of the importance of meeting, as he has done, with parents and students and of widening these contacts past the "spokesmen" level. Regarding accreditation, renewal of which had been in question because of the failure of the previous administration and faculty to complete self-evaluation reports and make them available in advance to the examining committee, Mr. Roney, reported Commissioner Fine, has accepted as one of his first responsibilities the completion of the self-evaluation at the earliest possible date, at which time arrangements will be made for another visit by the representatives of the Western Association of Schools and Colleges. Mr. Roney feels, said the Commissioner, there should be no question about the re-accreditation of Lincoln High.

IN THE COURT OF THE DISTRICT OF COLUMBIA
IN SENATE
JANUARY 10, 1907

REPORT OF THE
COMMISSIONER OF THE DISTRICT OF COLUMBIA
FOR THE YEAR 1906

REPORT OF THE
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REPORT OF THE
COMMISSIONER OF THE DISTRICT OF COLUMBIA
FOR THE YEAR 1906

Mr. Roney was asked:

1. What effect the delay in renewal of accreditation would have on parents' opinion about sending their children to the school, and
2. What effect it might have on graduates' efforts to be admitted to colleges.

Mr. Roney responded that to his knowledge no Lincoln graduate with acceptable grades had any difficulty in the last year being accepted in a college.

Commissioner Fine said that a serious matter regarding Lincoln currently is the cut in the school district budget allotment for special projects and improvements there of some \$200,000.

Commissioner Giles noted that Mr. Roney reported that only some eight teachers of the large faculty had asked for transfers from the school.

Commissioner Heilbron's arrival at this point in the meeting made a quorum. Director Becker noted that it was his report to Commissioner Fine the day before this meeting that brought him away from vacation in order that there be a quorum to conduct the official business of the HRC, and he thanked Commissioner Fine for his continued commitment.

- Native American Indian Education Program, Proposed Joint Resolution - Commissioner Giles

This is a joint resolution of the Native American Advisory Committee and the Youth and Education Committee entitled "Community Action Proposal on Education in San Francisco". Commissioner Giles referred to the draft of this proposal discussed by the HRC August 10 and referred for final wording to the Youth and Education Committee. She pointed out where changes in wording had been made from the original draft.

On the question of racial identification of pupils in the San Francisco public schools by self-identification, Commissioner Raab questioned this as a general practice.

It was

*** m/s/c That Recommendation No. 11 be replaced with the sentence:
"That a design be found and efforts be made to more effectively and adequately identify Native American Indian pupils in the public schools".

*** It was the recommendation of Commissioner Fine that a special committee be named at a later date to study and review public policy on means and methods of racial identification.

It was

*** m/s/c That the Human Rights Commission adopt the Joint Resolution "Community Action Proposal on Education in San Francisco". A full copy of this Resolution is attached to these Minutes.

- Authorization for Application for Media Program Funding Extension

This requirement from the US Department of Health, Education and Welfare was discussed at an earlier HRC meeting, but formal

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approval was overlooked during the discussion.

It was

*** m/s/c That the Human Rights Commission authorize the Media Program directed by Ms. Joan Barr to apply for a two-month extension after the current funding expires on December 6, 1972. The Office of Education of the Department of Health, Education and Welfare would be the recipient of this application, funding for which would expire around January 31, 1973.

*** Director Becker asked Commissioners to study the material the Media Program had offered the Principals' Workshop with a view of what could be done to improve it and to go on from there. Commissioner Simon stated that the workshop was well organized and that he will be conferring with Ms. Barr on his suggestions.

EMPLOYMENT:

The Very Rev. C. Julian Bartlett, Chairman

- Directory of Training Programs in San Francisco - Frank Anderson

The HRC has just completed and published a "Directory of Training Programs in San Francisco", up-dating of the directory published in 1966. Under the direction and with the final compilation work of Mr. Anderson, this directory was also worked on by two student interns, Victoria Shorr and Berta Barajas.

Copies of the directory are available free of charge by calling the HRC or coming to its offices at 1095 Market Street, Room 501.

The directory is intended as a reference tool for those who work with people who are unemployed, underemployed or unhappy in their jobs, so they may discover where to learn new skills. The directory is not an all-inclusive or detailed study of the complicated training program network which exists. Rather, it is meant to be a guide for the selection of a particular program appropriate to the individual's present needs and situation. Entry into a training program or even the successful completion of it is not a guarantee of an immediate job -- yet only those who acquire skills can effectively compete in today's ever-changing job market, said Mr. Anderson.

It was stressed that users of the directory verify beforehand if the training and the training institution is accredited to qualify the candidate for the desired employment goal. Failure to do so may result in loss of time, money and accomplishment for the trainee.

Though an individual may utilize the directory, Mr. Anderson advised that anyone seeking training consult with a manpower agency, because of the complicated network of programs.

Mr. Anderson reported that over the past year the staff has received a number of complaints regarding some privately-operated career training schools.

Mr. Anderson paid tribute to the Sears-Roebuck Foundation, which provided the funds to publish the directory, and Mr. Percy Menzies of the Sears regional staff.

There followed discussion among Commissioners regarding private training institutions that may be non-recognized (by prospective employers as providing adequate training) or non-accredited, or that have no relationship with employers for placement of those who pay for and complete the training courses. This has been a concern of the Employment Committee, said Director

Becker. It was felt that people should have some way of evaluating programs as to their ability to lead to jobs before they sign to pay for courses. It was felt that there was a need to collect information and perhaps publicize it.

Commissioner Heilbron agreed that this was an important question (the regulation of so-called proprietary schools) and had been for many years. He said that it was in order for the HRC to gather data to perhaps prepare a checklist that a student considering a course might use in making his or her decision to commit time and money. He had, however, "grave doubts" whether the HRC should evaluate school programs and placement records of certain institutions.

*** Commissioner Fine agreed with Commissioner Heilbron on the complexity of the matter and suggested that the HRC contact the San Francisco Consortium, which a number of years ago compiled a list of professional and technical training programs and institutions in the city without evaluating them.

Commissioner Livermore commented that the Native American Indian community had found itself becoming responsible for many American Indians who have been relocated by the Bureau of Indian Affairs to urban areas, placed in vocational training programs (many of them in private schools) and discovered to either be inadequately trained or unable to find jobs. He said that most of these programs last only six months, and investigation shows that many of those completing them cannot find work or are not trained sufficiently.

Ms. Lillian Harrison, of the Southeast Community Development Corporation, described some of the observations of the experiences of students of some institutions offering training for would-be nurses aides or computer programmers. Some "nursing training" qualifies only for nursing home work, never in hospitals, she said. She stated that students are never guaranteed jobs, only that their names will be placed on a list of job-seekers. The training programs cost from several hundred to well over a thousand dollars, in many cases, she said.

Commissioner Giles said that in other cities, she had learned, the Better Business Bureau had done some investigations of proprietary school training policies.

*** Commissioner Raab asked that the Employment Committee make some specific recommendations with respect to application or establishment of some truth-in-advertising or other regulatory legislation.

*** Commissioner Fine asked that the Employment Committee begin immediately to compile a checklist to distribute throughout the community to prospective students for use before they commit themselves to contracts for training.

- Medical-Health Training Programs - Mr. Anderson

On April 27, 1972, Francis J. Curry, M.D., Director of Public Health, described to the HRC some of the training programs of the Department. At that meeting, Commissioner Raab asked that a survey be made of the programs city-wide and the degree of cooperative efforts they take part in. Mr. Anderson then did this survey, of twenty-five health institutions and two professional councils in the city. Responses were received from sixteen institutions and one health council. The survey asked for the name and scope of the training program, its size and length, who is eligible (with a brief socio-economic profile of enrollees), and source of funding. There was a wide variation

in the responses. The two most active programs were reported by Mount Zion Hospital and the University of California Medical Center.

Mount Zion has an upgrading program for employees, with some 300 having been trained and upgraded in the past two years. The UC Medical Center has in training at present some 250 persons.

Mr. Anderson found that community-based-medical institutions tend to be more actively involved in training activity than non-community-based. He said that, according to information provided by federal health institutions (Letterman General Hospital and the US Public Health Service Hospital), they do not have programs in any way comparable to Mount Zion or UC Medical Center.

The survey did show that there is cooperation between these programs as they exist, varying on the size and degree of the institution's involvement in the community.

HOUSING AND URBAN DEVELOPMENT:
Louis Heilbron, Chairman

- Proposed Resolution for Federal Funding of
Sacramento/Stockton Site

The Board of Supervisors has supported this project with an appropriation of \$500,000, which leads to the necessity of obtaining a federal appropriation of approximately \$1,000,000 in order that the housing site be developed. The money has been applied for, and support is need for this application, in view of the high priority nature of this low and middle-income housing development for crowded Chinatown.

Following a reading of the Proposed Resolution, which was included in the meeting packets,

It was

*** m/s/c That the Human Rights Commission adopt it. A full copy of this Resolution is attached to these Minutes.

- The next regular meeting of the Housing and Urban Development Committee will be Tuesday, September 5, at 3:30 p.m., at the Human Rights Commission offices, 1095 Market Street.

POLICE LIAISON:
Curtis Mc Clain, Chairman

- Committee Report

Commissioner Raab reported on behalf of Commissioner Mc Clain, who was unable to be present. The Committee met recently with Inspector Leonard Beckum of the San Francisco Police Department, who is in charge of the new minority recruitment program. This is, in essence, a pilot program for San Francisco, brought about through HRC efforts, to provide special training for residents of the Hunters Point-Bayview District to become members of the Department. Of some 70 applicants 40 will be selected. It is a six-month training program, and Inspector Beckum believes that it will lead to the employment of a significant number of residents of the Hunters Point-Bayview as police personnel.

It is hoped to extend this type of program for the Mission and Chinatown districts. A further look is being made at some of the general problems in police recruitment, such as the background evaluation of applicants. The question is whether certain routine kinds of conditions traditionally used have been examined

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carefully enough with respect to opening up equal opportunities. For example, a record of misdemeanors held by a young man in the Mission or Hunters Point district might have to be considered in light of the experiences common to residents there. That is, a petty infraction, such a stealing a hubcap, might, for a 14-year-old in certain areas of the city have meant his being remanded to the custody of a parent, whereas in other areas the 14-year-old might be taken immediately to a police station and booked.

HOUSING AND URBAN DEVELOPMENT:
Louis Heilbron, Chairman

- Proposed Resolution for 100% Rent Supplements in Section 236 Housing (Under the Housing and Urban Development Act of 1972) for the Elderly and Handicapped, Under Special Circumstances.

An amendment has been introduced by Congressman Richard Hanna which would permit rent supplements up to 100% of the apartments in a Section 236 project for the elderly and handicapped under special circumstances. Present law limits rent supplements in Section 236 to 40% of the apartments. The current housing bill would increase this to 60%, but even this level is often inadequate, said Commissioner Heilbron.

It was

- *** m/s/c That the Human Rights Commission adopt this Resolution.
A full copy of the Resolution is attached to these Minutes.

DIRECTOR'S REMARKS:

- Rules and Regulations of the Human Rights Commission - Suggested Deletions and Additions

Director Becker went through the Rules and Regulations, specifying suggested deletions and additions for the purpose of updating. This was a first reading of these suggested changes and the Commissioners were asked to study them for discussion at the next HRC meeting and let Mr. Becker know their suggestions before then if possible.

- Francisco Aviles, who directs the Special Employment Program for Spanish-Origin Persons in Government (funded by the US Department of Labor), introduced two new members of his staff, Ms. Rosina Lettre and Mr. Mario Evangelista. The program seeks to help bring more Spanish-Americans into civil service positions on the city, state and federal levels.
- Assistance to the Press

Members of the press covering this meeting were asked if it would assist them if time during the meeting were provided for them to ask questions. Mr. Duffy Jennings of the San Francisco Chronicle stated that he felt the meeting packets and assistance of staff were sufficient. Ms. Mary Crawford of the San Francisco Examiner, who has a 10:35 a.m. deadline to phone her story in for the Home Edition, asked that the HRC try to arrange its agenda so that the news-making items come first. Both reporters praised the cooperative efforts of staff in helping their coverage.

- It was announced that the Director will be a guest on "Bay Area Reports" on KQED, Channel 9 Television, Tuesday, September 5, at 7:30 p.m. On this program viewers are invited to phone in their questions at 864-2000 for Mr. Becker to answer and discuss.

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- "Focus '72", a program broadcast Sundays at 8:00 a.m. on KFRC Radio AM (610) and conducted by Jerry Kay, continues to be co-sponsored by the Human Rights Commission. In the past there have been stories on: a walk through Chinatown with Bill Becker; City-Wide Youth Council members; and affirmative action recruitment in the construction industry, with Stanley Lim. It was announced that upcoming topics will include: civil service recruiters discussing employment problems and a visit to Double Rock Baptist Church to interview the Rev. Victor Medearis, Co-Chairman of the HRC.

CALENDAR MATTERS:

- The next meeting of the Human Rights Commission will be at 9:30 a.m., Thursday, September 14, on the third floor of the Main Library in the Civic Center.
- Youth and Education Committee
First and third Wednesdays of all months except July and August.
Next Meeting: Joint Meeting with Employment Committee
Wednesday, August 30, 3:30 p.m.
Cathedral House Library, Grace Cathedral
1051 Taylor Street
- Employment Committee
Third Thursday of each month.
Next Meeting: Thursday, September 21, 9:30 a.m.
Cathedral House Library, Grace Cathedral
1051 Taylor Street
- Police Liaison Committee
Mondays following regular HRC meetings.
Next Meeting: Monday, August 28, 4:30 p.m.
Human Rights Commission,
1095 Market Street
- Housing and Urban Development Committee
First Tuesday of each month.
Next Meeting: Tuesday, September 5, 12:30 p.m.
Human Rights Commission
1095 Market Street

REMARKS FROM THE AUDIENCE:

- It was suggested that Commissioners speak louder so members of the audience can follow the meeting more easily.

ADJOURNMENT

Respectfully submitted,

William Becker
Via Jack Casford

WB:JC:be
8-29-72

Attachments:

- 1) Community Action Proposal on Education in San Francisco
- 2) Resolution for Federal Funding of Sacramento/Stockton Site (Res. 12-72)
- 3) Resolution for 100% Rent Supplements in Sec. 236 Housing for the Elderly and Handicapped, Under Special Circumstances (Res. 13-72)

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HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 Market Street, Suite 501
San Francisco, CA 94103
558-4901

COMMUNITY ACTION PROPOSAL ON EDUCATION IN SAN FRANCISCO

WHEREAS, it has been established by the Human Rights Commission Reading Panel evaluations of specific texts that many of the history textbooks in use in the San Francisco Unified School District present a distorted and degrading image of the American Indian which portrays Native American people as colorful, primitive obstacles in the path of the white man's "manifest destiny"; and

WHEREAS, most of these same textbooks begin American history with Columbus thus eliminating over thousands of years of Native American history and culture; and

WHEREAS, these textbooks do not mention the long list of Native American Indian contributions to our culture. These include the discovery and development of over half of the foods grown in the world today; the discovery and application of hundreds of medicinal herbs and drugs including quinine, novacaine and cocaine; various hunting weapons in use throughout the continent; vehicles of transportation such as the canoe, kayak, skinboat, and travois; the hammock; and styles of clothing, shoes, and other footgear in use here and in the Arctic. Perhaps the greatest contribution of all was our form of national government which was inspired by the six-nation Iroquois Confederation. Also disregarded in the texts are the tremendous artistic contributions of hundreds of Native American cultures during their thousands of years of existence on this continent; and

WHEREAS, in our textbooks courageous Native American Indian people defending their lands and lives against an invader have been portrayed as bloodthirsty, attacking savages while the Europeans who murdered, tortured, enslaved and disenfranchized Indian people have been portrayed as heroic figures; and

WHEREAS, the textbooks have completely ignored the present-day problems of Native Americans such as their suffering under the mismanagement of the Bureau of Indian Affairs and their courageous struggle to preserve their legally-guaranteed land, fishing rights and water resources, and their languages, religion and culture; and

WHEREAS, many social studies teachers in our school system know very little of the history, culture, and contributions of Native American Indian people because they have received their education from the same type of inadequate and inaccurate texts as those in use here in our schools; and

WHEREAS, the various forms of media in our society have presented a degrading and insulting image of Native American Indian people so that many Indian children entering school already have a low self-concept and lack of identity while the non-Indian children have a negative and distorted picture of, and attitude toward, their Indian classmates; and

WHEREAS, many teachers through lack of knowledge about the Native American Indian people have little understanding and appreciation of Indian values in contrast to those of the dominant Anglo-Saxon society such as the deep historical appreciation of ecological and environmental relationships of man with nature; and

WHEREAS, the school dropout rate of Native American Indian children in the San Francisco public schools is high; and

WHEREAS, the present method of teacher identification of pupil ethnic group inaccurately identifies some children who should be classified as American Indian; and

WHEREAS, The Racial and Ethnic Employment Pattern Survey of Certified Personnel Employed in each school of the San Francisco Unified School District as of October, 1971, prepared by the San Francisco Unified School District shows that one teacher out of 5,034 full-time teachers was self-identified as American Indian; and

WHEREAS, while there is no definitive data as to reading achievement by ethnic groups, there is informal evidence which shows that many of the Native American Indian children who enter the San Francisco school system from Bureau of Indian Affairs schools are two years behind grade level;

NOW THEREFORE, BE IT RESOLVED that the Human Rights Commission recommend that the following affirmative action be taken by the San Francisco Unified School District:

1. That a Native American Indian Studies in-service course be offered Social Studies teachers and its availability be widely publicized; this course is to be set up with the assistance of Native Americans.
2. That as an outgrowth of the Native American Indian Studies in-service course, curriculum materials be developed which can be used by the teachers as supplementary in the classroom. In addition, published materials on Native American Indians should be included as a part of the approved supplementals available to the classroom teacher.
3. That a representative of the Native American Affirmative Image Committee serve on the School District's Book Committee reviewing books in use as well as those being considered for adoption.
4. That two units of the next six units for increment credit taken within the next three years by social studies teachers be in the area of Native American Indian Studies or have demonstrated equivalent.
5. That, for the next three years beginning in the 1972-73 school year, a minimum day per year for social studies teachers be devoted to an intensive exposure to Native American Indian Studies.
6. That the Affirmative Action Program of the SFUSD focus more aggressively on recruiting, employing, and promoting qualified Native American Indian teachers and administrators in the San Francisco public schools.
7. That Federal funding be sought to establish an intensive program patterned after the Chinese Education Center which will provide intensive language, cultural, and skill instruction on a time-limited basis until the pupil is able to be assigned at his or her grade level.
8. That present programming such as Elementary Secondary Education Act Title I, elementary school counseling, and the tutoring provided by the SF Educational Auxiliary be used to the extent feasible to provide tutoring and individual instruction to Native American Indian children who are below grade level.
9. That government and private funding of an American Indian Center proposal for tutoring be strongly encouraged.
10. That the name for a school in San Francisco be selected for its significance in Indian history and culture.
11. That a design be found and efforts be made to more effectively and adequately identify Native American Indian pupils in the public schools.

1. The teacher should be able to identify the main points of the lesson and to explain them in a clear and concise manner.

and joyous I think I have found
the answer to my problem. The
answer is simple. It is to
be happy. To be happy is to
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1. The Commission of the European Communities (CEC) has been established by the Treaty of Rome, which entered into force on 1 January 1973. The CEC is responsible for the implementation of the common policies of the Community, particularly in the fields of agriculture, transport, and research and development.

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1. The first step is to identify the problem. This involves understanding the situation and the goals that need to be achieved.



CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 MARKET STREET
SUITE 501
SAN FRANCISCO, CALIFORNIA 94103
TELEPHONE 558-4901

FOR FEDERAL FUNDING OF SACRAMENTO/STOCKTON SITE

BE IT RESOLVED, that the Human Rights Commission requests the Housing and Urban Development Department (HUD) to allocate the Federal share of approximately \$1 million to begin redevelopment immediately of the Stockton/Sacramento housing site in Chinatown.

BE IT FURTHER RESOLVED, that Federal funding of the Stockton/Sacramento site should not be to the detriment of Federal funding of any other needed housing in San Francisco.

We make this request for the following reasons:

Present Housing Conditions in Chinatown/North Beach

The 701 Study by the Department of City Planning documents that "the Bay Area's worst housing conditions and highest densities are found in San Francisco's Chinatown/North Beach." Approximately 17,800 of Chinatown's 68,000 people (26%) live in overcrowded units. Over 60% of the housing stock within the core area is substandard.

Present Situation Regarding the Stockton/Sacramento Site

To help alleviate these overcrowded and substandard conditions in Chinatown, the 701 Chinatown/North Beach Plan calls for construction of 2,300 new units and the rehabilitation of 1,950 existing units over the next ten years. A cornerstone of the whole plan is the development of 150-200 units of housing on the Stockton/Sacramento site.

The unity and involvement of the Chinese community to build housing on this site is unprecedented. In hearings at City Hall an overflow of people from the Chinatown community supported the Stockton/Sacramento site--from the

full spectrum of community organizations to concerned individuals, both the young and the old, and many working people who took time off work to be there.

This site also has the full support of the City Planning Commission, the Redevelopment Agency, the Human Rights Commission, the Mayor's Office and the Board of Supervisors.

The City and County of San Francisco has done its part by appropriating its share (\$500,000) for this project. Delay may lose this site to private high-rent development. What is needed now is allocation of federal funds by HUD so that the Stockton/Sacramento site can begin.



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1095 MARKET STREET
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RESOLUTION: FOR 100% RENT SUPPLEMENTS IN SEC. 236 HOUSING
FOR THE ELDERLY AND HANDICAPPED,
UNDER SPECIAL CIRCUMSTANCES

The stated goal of the Housing and Urban Development Act of 1972 now before Congress is to provide decent housing for needy people at no more than 25% of their income.

At the same time, cities are required by federal law to replace each publicly demolished unit of housing with a new or rehabilitated unit at rents which publicly displaced persons can afford.

However, present law limits rent supplements in Sec. 236 developments for the elderly and handicapped to 40% of the apartments. The current housing bill would increase this to 60%. But even 60% rent supplements would eliminate many displaced persons otherwise eligible from being able to move into decent housing at 25% of their income.

At Mayor Alioto's request, Congressman Richard Hanna has introduced an amendment to the Housing and Urban Development Act of 1972, which would permit rent supplements up to 100% of the apartments in a Sec. 236 project for the elderly and handicapped, under special circumstances.

BE IT THEREFORE RESOLVED, that the Human Rights Commission supports an amendment to the Housing and Urban Development Act of 1972 which would permit up to 100% rent supplements in Sec. 236 housing for the elderly and the handicapped when there is a compelling need for such rent supplements and when supportive social services are provided to the residents of such a project.

EW/pa

Resolution #13-72
Adopted by HRC 8-24-72

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of September 14, 1972

* * * * *
* NEXT MEETING: September 28, 1972 *
* Thursday *
* Main Library, Civic Center *
* Commission Room, Third Floor *
* 9:30 A.M. *
* * * * *

DOCUMENTS

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PUBLIC LIBRARY

NOTE: See under Calendar Matters section
of these Minutes the schedules of
the HRC's regular standing committee
meetings and of its regular meetings
for the remainder of 1972.

ROLL CALL

Commissioners

Present: Leonard Kingsley (presiding), Very Rev. C. Julian
Bartlett, Rev. George Bedford, Rabbi Alvin I. Fine,
Joseph Garcia, Sister Mary Bernadette Giles, Louis
Heilbron, Ms. Mattie Jackson, Rev. Victor L.
Medearis, Earl Raab, Louis Simon

Excused: Louis Garcia, Earl Livermore, Curtis McClain

Staff

Present: William Becker, Director, Ms. Joan Barr, Jack
Casford, Gerard Feliciano, Stanley Lim, Wayne Redus,
Ms. Gail Roberts, Ms. Edith Witt

Pledge of Allegiance

Minutes of August 24, 1972 approved.

COMMUNICATIONS

- From Assemblyman John Francis Foran, advising that Assembly Bill 141 (relative to school suspension and expulsion policies) had been placed on the Assembly Inactive File April 13, and that SB 93 and SB 241, which passed the Legislature (relative to bilingual education) had been vetoed by the Governor.
- From Ms. Ruth C. Chance, Executive Director, Rosenberg Foundation, thanking the HRC for completing the Foundation's reporting requirements promptly, and congratulations to the HRC, Booker Neal and the City-Wide Youth Council on its receipt of a Department of Public Health grant.
- From US Senator Birch Bayh, Chairman, Subcommittee to Investigate Juvenile Delinquency, United States Senate, in response to the HRC's action endorsing S 2507 (the bill, originated by the Senator, to restrict the availability of certain handguns), and advising that it passed the Senate and has gone to the House of Representatives.
- From State Senator Milton Marks, stating he voted for AB 4 (relative to instructions to voters) but that the bill has been vetoed by the Governor.
- From Senator Marks, voicing his intention to support AB 1703 (relative to higher education opportunity programs) if it reaches the Senate floor from the Senate Education Committee.
- From State Senator George R. Moscone, stating his support of AB 1703, which will be heard in the Senate Committee on Finance, when and if the bill reaches the Senate floor.

- From Thomas M. O'Connor, City Attorney, a copy of a letter written by him to Robert J. Dolan, Clerk of the Board of Supervisors, in response to the latter's request for an opinion as to whether the HRC has the power to endorse or oppose ballot propositions under the existing provisions of Chapter 12A of the Administrative Code, and what similar power, if any, is possessed by Charter-created commissions appointed by the Mayor.

Mr. O'Connor stated in the summation of his letter, "...it is my opinion that the Human Rights Commission has the implied power to take positions on ballot propositions when such action is necessary to the exercise of the powers expressly granted, and to effectuate the public policy stated in the law of its enactment."

Chairman Kingsley noted the importance of this official Opinion on the HRC which has "the right and obligation to take a position on ballot propositions which it feels affect its area of concern."

Chairman Kingsley noted also that a recent newspaper article had quoted the president of the National Organization for Women as saying that "There are ten commissions in San Francisco without a woman member, including the Civil Service Commission and the Human Rights Commission." Mr. Kingsley noted this does not apply to the HRC, with Commissioners Sister Mary Bernadette Giles and Ms. Mattie Jackson as active members.

COMMITTEES

EMPLOYMENT:

The Very Rev. C. Julian Bartlett, Chairman

- Current Report on Banks' Affirmative Action - Gerard Feliciano

This is the third report made by Mr. Feliciano, an Affirmative Action Officer with the HRC, who began in October, 1971, to apply the City's Nondiscrimination Ordinance and affirmative action requirements to nineteen City banks holding (at the time the project began) some \$200 million in City deposits. His second report was made May 11, 1972.

As of August 14, 1972, the City had \$252,422,135 on deposit, mostly in time accounts, said Mr. Feliciano, in 19 banks in the City. Four of the nineteen banks are Asian-controlled. The remaining fifteen (of which two are British-controlled and one is Canadian) have increased their average minority participation from 24 percent to 35 percent, up 11 percent within the past year. Greatest participation by minorities is at the office and clerical levels and the bulk of these jobs, said the report, are held by women. Minorities in officer, manager, or supervisor levels, however, fall to as low, in some banks, as only 5%. Special emphasis is now needed for both the upgrading of minorities to higher levels of jobs, and to the wider participation by women as well. The complete report by Mr. Feliciano, with attached supportive charts, is attached to these Minutes.

Mr. Feliciano stated that figures on representation of women and minorities in the upper levels (managers, officers, supervisors) would be given in his next report to the HRC.

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- Policy Statement on Work on the Employment Front -
Director Becker

With the addition to the City's Nondiscrimination Ordinance (affecting City contractors) of sex and sexual orientation to the categories of race, religion, and national origin, the HRC has been, through an ad hoc committee appointed by Chairman Kingsley, discussing the definition of the framework in which it will discharge the new responsibilities in the area of contract compliance. The HRC is involved currently in a case regarding a charge of sexual orientation discrimination against a large employer, and this case will most likely be ready to be reported on at an upcoming HRC meeting, pending receipt of an advisory opinion from the City Attorney's office.

Mr. Becker then read in full a draft of a statement, "Equal Opportunity in Employment," drafted by Commissioner Heilbron. The draft statement had been provided the commissioners a week prior to this meeting. Action was postponed on this draft statement until the next HRC meeting to allow for further study.

HOUSING AND URBAN DEVELOPMENT:
Louis Heilbron, Chairman

- Recommendation to Endorse Supervisor Terry Francois'
Resolution Establishing a Committee to Explore the Development
of a Comprehensive Plan for Racial Integration in Residential
Neighborhoods in the City and County of San Francisco -
Commissioner Heilbron

A second draft of this proposed resolution was studied at the Housing and Urban Development Committee's most recent meeting, at which it endorsed it in principle. The resolution would create a broadly-representative committee of governmental agencies and citizens' groups interested in open housing opportunities, to develop a plan implementing affirmative action in housing. The plan has undergone two drafts, and some interested agencies (such as the National Committee Against Discrimination in Housing) have submitted third and fourth drafts for consideration. Mr. Heilbron discussed the drafts, noting certain differences. He said that he expects that the HRC would be among the first to provide an input for consideration once such a committee is established.

Following a reading and discussion of the proposed Resolution to the HRC, it was

*** m/s/c that the HRC endorse in principle the proposal of Supervisor Terry Francois for the adoption by the Supervisors of a Resolution which would:

1. establish a committee to explore the development of a comprehensive plan for racial integration in residential neighborhoods in the City and County of San Francisco, and
2. that the committee be broadly representative of citizens and governmental organizations whose activity has a direct influence on housing patterns, and
3. that the Board of Supervisors provide such funds as may be necessary to carry out the purposes of the Resolution.

Commissioner Fine asked why there was no representation suggested or included in the proposal from the private realty

sector. Commissioner Heilbron stated that it appeared to him that if the only people on the committee are those whose prior positions on the housing pattern are completely known, and they don't take into consideration those related to building, zoning and convincing of the community at large, it would be a mistake. Such a position, he said, however, should not be included in the HRC's proposed Resolution of Endorsement.

Before addition of the third paragraph of the above Resolution there was discussion, initiated by Commissioner Simon, of the need for funding appropriation to provide supportive staff for such a committee.

At this point in the meeting, following procedure discussed at its August 24, 1972 meeting, the Chairman asked representatives of the press if they desired any clarification on actions of the meeting so far. There were no questions at this time.

YOUTH AND EDUCATION:

Rabbi Alvin I. Fine and Sister Mary Bernadette Giles, Co-Chairmen

- The next meeting of the Committee will be Wednesday, September 20, at 3:30 p.m. at Cathedral House Library, Grace Cathedral, at which five members of the new Board of Education will be present.

Future committee meetings will be held with new Superintendent of Schools, Steven P. Morena, and with the new Community College Board.

- Media Program Packet - Commissioner Fine

Attention was called to materials provided the commissioners in their meeting packets by the Media Program staff. Articles include: "A Reappraisal of the Coleman Report," "The Evidence on Busing," "Early Childhood Education," and "Year-Round Schools," and two book reports. Comments, suggestions, and reactions were welcomed by Ms. Joan Barr, Media Coordinator. Copies available on request.

The four articles in the packet were written and researched by Mr. Frederik W. Eliason, who has been an interne with the Media Program during the summer. Mr. Eliason was praised for his work and regret was expressed at his leaving. His successor, Mr. Daniel Drapiewski, was introduced.

- Occupational Counseling and Preparation in the Schools - Relevance to HRC Concerns - Commissioner Fine

This issue remains a continuing concern. At a recent meeting of the Committee, Lendwood Hamel and Jack D'Angelo were present to discuss this subject representing Bryant Lane, Director of Occupational Counseling and Preparation in the San Francisco Unified School District. The issue will be pursued further in light of the need, particularly for minority children, of obtaining the best kind of counseling and career guidance possible.

- Bilingual Education Progress Reports - Commissioner Giles

The HRC heard a summary in some detail of a report made by Raymond Del Portillo, Director of Bilingual Education, to Superintendent of Schools Thomas Shaheen and members of the Board of Education. This report noted: the development of

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ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED

Journal of Management Inquiry 18(6) 709-720

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the bilingual policy statement by the Board; establishment of the Mission and Filipino Education Centers to complement the existing Chinese Education Center to serve newly-arrived non-English speaking students; progress in "the refinement and standardization of screening procedures to determine student needs and proper placement;" progress in development of a survey instrument to give the department a reference to each child in the program; plans for pilot programs in the (secondary) junior high schools; efforts in the area of inservice training and teacher self-evaluation; acquisition of science kits and workbook to be translated into Spanish, with plans to do the same with the Filipino and Chinese bilingual program; coordination of all curriculum efforts under one master plan; and plans for a workshop for administrators.

Commissioner Giles reported also on the contents of a letter written to Director Becker by Mr. Del Portillo on behalf of Associate Superintendent Milton Reiterman, to whom the HRC's resolutions of March 9, 1972 (urging Bilingual Education programs in the SFUSD) had been forwarded. Mr. Del Portillo addressed the specific concerns raised and expressed his appreciation for the continued concern and help of the HRC in the area of bilingual/bicultural education.

Commissioner Giles noted that significance lay in the knowledge of the options open to, for example, residents of the Chinese community, for their children to participate in these programs in the public rather than private schools. Attention was called to a detailed report on the Chinese Bilingual Education Program in the meeting packets. The report described the four distinct components of this program, the budgets, and the schools where given.

- Abraham Lincoln High School Accreditation Report Timetable -
Commissioner Fine

The text of the announcement of the School District on August 31, 1972, was provided in the meeting packets. The timetable calls for appointment of school-site committees of teachers and administrators September 15 to September 30, for the report to be sent the Western Association of Schools and Colleges committee, and for the committee's decision by January 25, 1973 on accreditation.

- Proposition 21 on the State Ballot for November -
Commissioner Raab

This proposition, with respect to freezing aspects of certain school assignments, will be on the agenda of the Youth and Education Committee and it was agreed that a recommendation will be brought to the HRC on it.

POLICE LIAISON:
Curtis McClain, Chairman

- Report postponed in the absence of Commissioner McClain.

DIRECTOR'S REMARKS:

- HRC Rules and Regulations

The first reading of proposed changes in these Rules was at the HRC August 24, 1972 meeting. This was the second reading for approval. Proposed deletions and additions were approved and it was

*** m/s/c to adopt the Rules and Regulations including the changes proposed.

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- Commissioners and staff were urged to notify Jack Casford of the schedule of committee meetings.
- Director announced that Booker Neal, Coordinator of the City-Wide Youth Council since its formation, is leaving the staff for a position with the U.S. Department of Justice's Community Relations Division.
- *** It was directed that a letter of appreciation for Booker Neal's service to the HRC and the City-Wide Youth Council be forwarded to him.
- Director announced that Bernard Orsi, General Manager, Personnel, City Civil Service Commission, will speak to the HRC at its next meeting to provide an explanation and description of current programs of the CSC.
- Jack Casford announced that again this year a newswriting and reporting class aimed at adults with a special interest in reporting the news of minority communities, as well as copyboys, clerks, and other nonprofessional employees of local newspapers and broadcast media, is being offered in the offices of the San Francisco Examiner. Reporter Jerry Belcher is the instructor. The course is sixteen weeks, and will be worth three units of college credit. Registration is free. Information is available from Mr. Becker, Lynn Ludlow or Alan Cline at 781-2424. Several of the HRC's staff workers in the community have expressed an interest and have disseminated word of this class in their communities.

CALENDAR MATTERS

- Commissioners gave their approval for the following schedule of meetings for the remainder of 1972:

September 28, October 12, October 26, November 9,
November 30 (November 23 is Thanksgiving Day),
and December 14. The scheduled December 28
meeting is cancelled due to the Christmas holidays.
- The next meeting of the HRC will be at 9:30 a.m., Thursday, September 28, on the third floor of the Main Library in the Civic Center.
- Youth and Education Committee

Next Meeting: Wednesday, September 20, 3:30 p.m.
Cathedral House Library, Grace Cathedral
1051 Taylor Street
- Employment Committee

Next Meeting: Thursday, September 21, 9:30 a.m.
Cathedral House Library, Grace Cathedral
1051 Taylor Street
- Police Liaison Committee

Next Meeting: Monday, September 18, 4:30 p.m.
Human Rights Commission
1095 Market Street
- Housing and Urban Development Committee

Next Meeting: Wednesday, September 20, 12:30 p.m.
Human Rights Commission
1095 Market Street

- Program Planning Committee

Next Meeting: Tuesday, September 19, 9:00 a.m.
Human Rights Commission
1095 Market Street

- Reading Panel

Next Meeting: Thursday, September 21, 7:30 p.m.
Cafeteria, Board of Education
170 Fell Street

REMARKS FROM THE AUDIENCE

- Mr. Chris Lamadora, a member of the HRC staff, asked HRC attention to a Filipino community Information Referral Center Proposal which needs support at the Federal level with the Office of Economic Opportunity. Mr. Lamadora provided copies of the proposal and it was given to Director Becker for consideration by an HRC committee to bring in a recommendation.
- Mr. Frederik Eliason expressed his gratitude for the opportunity to work with the Media Program of the HRC.
- Ms. Jane V. Burnett, Business Representative of Local 400, the San Francisco City and County employees union, spoke on behalf of Employees at San Francisco General Hospital, specifically regarding relations between the security guards and the Police. Ms. Burnett was asked to meet with the Police Liaison Committee Monday, September 18, at the HRC offices.

ADJOURNMENT

Respectfully submitted,

William Becker
via Jack Casford

WB:JB:be
9-19-72

Attachment: Affirmative Action Program Bank Status Report 9-14-72

11:30 P.M.
11/1/54

11:30 P.M.
11/1/54

The first part of the report is devoted to a description of the general situation in the country.

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The seventh part of the report is devoted to a description of the foreign relations of the country.

11:30 P.M.
11/1/54

Attachment #1

AFFIRMATIVE ACTION PROGRAM

Re: BANKS STATUS REPORT, 9/14/72

The Office of the Treasurer for the City and County of San Francisco has \$252,422,135.00 on deposit in 19 banks here in San Francisco, most of it (\$237,381,179.00) in time accounts. A list of the banks and amounts deposited, as of August 14, 1972 is attached.

A recent minority profile analysis has been conducted on these 19 banks. Of these, 15 as a group (excluding the four Asian-controlled institutions) have increased their minority participation from 24% to 35% as the average of all banks, an average increase of 11% within the past year. This is a significant improvement, but some deficiencies still exist in the minority participation at official, managerial and supervisory levels. Some of these banks have only a 5% minority participation at the official and managerial levels.

The greatest participation of minorities is at the office and clerical levels and the bulk of these positions are occupied by women. On the official, managerial, and supervisory levels, minorities and women tend to be poorly represented. Some banks have no women in management at all. Special affirmative action for women geared to management-level positions is among our goals with banks having this deficiency.

Better formal management training programs for minorities and women are also clearly needed in many of these institutions.

Careful monitoring by the Human Rights Commission will be maintained to insure that bankers give these areas special emphasis. It is important that banks establish reasonable, attainable goals against which their progress can be measured. It is becoming clear that banks, as other employers, will make better progress with their affirmative action programs if they develop a close working relationship with community organizations which can refer, counsel, and sometimes train minority job-seekers. Such relationships, involving pledges to hire, build a foundation for continuing input of people whom the employer may not otherwise be able to reach.

The following chart indicates the current relative affirmative action status and percentage increase (by bank) in minority employment achieved within the past year.

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MINORITY EMPLOYMENT STATUS RATING

35 - 53% - Good
22 - 34% - Fair
7 - 21% - Poor

<u>Bank Names</u>	<u>San Francisco Total Employees Including Minorities</u>	<u>1971-1972 Increased Minority Participation</u>	<u>Current Minority Employment Status</u>
Hongkong Bank of California	75	Up 8%	Good
Wells Fargo Bank	3,840	" 5%	Good
Chartered Bank of London	55	0	Good
Bank of America	9,408	" 4%	Good
Security Pacific National Bank	489	0	Fair
Bank of California	1,429	" 1%	Fair
Crocker Bank	3,119	" 2%	Fair
Union Bank	121	*	Fair
United California Bank.	1,373	" 1%	Fair
Liberty National Bank	224	" 1%	Fair
First Western Bank and Trust	265	" 7%	Fair
Barclays Bank of California	123	" 10%	Fair
Hibernia Bank	398	" 4%	Poor
Bank of Montreal.	41	" 6%	Poor
Redwood Bank	11	0	Poor

The Three top minority employers are:

Hongkong Bank of California, a British Bank, 53% Minority Workforce
Wells Fargo Bank, 40% Minority Workforce
Bank of America, 35% Minority Workforce

Affirmative Action Program Status:

7 approved "Written Affirmative Action Programs".
8 negotiating "Written Affirmative Action Programs".

In a total workforce of approximately 21,000 persons employed by these banks, there are 13,158 (62.7%) White employees, 3,374 (16%) Asians, 2,340 (11.3%) Spanish Origin, 2,042 (9.7%) Blacks and 27 (0.1%) American Indians.

Four Asian Banks--Bank of Canton, Sumitomo Bank, Bank of Tokyo, and Sanwa Bank of California.

Because these banks employ almost only Asians, we will attempt to develop a "Special Affirmative Action Program" for these banks. It is anticipated that a proposed "Special Affirmative Action Program" will be developed for your consideration by the Employment Committee in the coming months.

*No 1971 Comparison figure available.

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1. The first step is to identify the problem or question that needs to be answered. This involves understanding the context and the specific requirements of the task.

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Attachment

OFFICE OF THE TREASURER
CITY AND COUNTY OF SAN FRANCISCO

BANK DEPOSITS AS
OF AUGUST 14, 1972

	<u>Active Checking</u>	<u>Inactive Time</u>	<u>Total</u>
Bank of America	\$ 9,287,881.81	\$ 68,136,372.35	\$ 77,424,254.16
Barclays Bank of California	---	2,500,000.00	2,500,000.00
Bank of California	50,000.00	2,000,000.00	2,050,000.00
Bank of Canton	---	3,725,000.00	3,725,000.00
Crocker Bank	1,531,111.14	41,750,000.00	43,281,111.14
First Western Bank & Trust Co.	---	6,500,000.00	6,500,000.00
Hibernia Bank	---	6,300,000.00	6,300,000.00
Hongkong Bank of California	---	4,475,000.00	4,475,000.00
Liberty National Bank	---	3,550,000.00	3,550,000.00
Chartered Bank of London	---	1,111,213.00	1,111,213.00
Bank of Montreal	---	2,950,000.00	2,950,000.00
Redwood Bank	---	1,000,000.00	1,000,000.00
Sanwa Bank of California	---	1,000,000.00	1,000,000.00
Security Pacific National Bank	---	12,900,000.00	12,900,000.00
Sumitomo Bank	---	9,150,000.00	9,150,000.00
Bank of Tokyo	---	9,875,000.00	9,875,000.00
Union Bank	---	13,058,594.00	13,058,594.00
United California Bank	---	10,000,000.00	10,000,000.00
Wells Fargo	4,171,963.27	37,400,000.00	41,571,963.27
	<u>\$15,040,956.22</u>	<u>\$237,381,179.35</u>	<u>\$252,422,135.57</u>

1872
HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of September 28, 1972

* * * * *
* NEXT MEETING: October 12, 1972 *
* Thursday *
* Main Library, Civic Center *
* Commission Room, Third Floor *
* 9:30 A.M. *
* * * * *

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NOTE: See under Calendar Matters section
of these Minutes the schedules of
the HRC's regular standing committee
meetings.

ROLL CALL

Commissioners

Present: Leonard Kingsley (presiding), Rev. George Bedford,
Rabbi Alvin I. Fine, Joseph Garcia, Sister Mary
Bernadette Giles, Earl Livermore, Rev. Victor L.
Medearis, Earl Raab, Louis Simon

Excused: Very Rev. C. Julian Bartlett, Louis Garcia, Louis
Heilbron, Ms. Mattie Jackson, Curtis McClain

Staff

Present: William Becker, Director, Frank Anderson, Richard
Arnold, Francisco Aviles, Ms. Joan Barr, Jack
Casford, Stanley Lim, Wayne Redus, Ms. Gail
Roberts, Herbert Spiro, Ms. Renee Thompson,
Ms. Edith Witt

Pledge of Allegiance

Minutes of September 14, 1972 approved.

COMMUNICATIONS

- From Ms. Lynn Calandra, Personnel Director, Hyatt on Union Square, to Herbert Spiro, HRC Affirmative Action Officer, thanking him for his work in referral of applicants for positions at the hotel. More than 180 interviews were held; two-thirds are to be asked for second interviews. Ms. Calandra also wrote that the hotel looks forward to continuing to work with the HRC in employment opportunities.
- To Mayor Joseph L. Alioto and Supervisor John L. Molinari, from Director Becker, thanks for wiring Secretary George Romney of Housing and Urban Development, requesting special funding for the Stockton/Sacramento housing site in Chinatown, and enclosing the HRC resolution stating, "Funding should not be to the detriment of Federal funding of any other needed housing in San Francisco."
- From Supervisor Molinari, advising that he met with Mayor Alioto to request that he send the telegram to Secretary Romney relative to the Stockton/Sacramento housing site in Chinatown.
- From Assemblyman John L. Burton, stating his support of Representative Hanna's amendment to the Housing and Urban Development Act of 1972 (favoring 100 percent Federal rent supplements under certain conditions).
- From U.S. Representative Phillip Burton, informing that he had arranged, at the HRC's request, appointments in Washington at Department of Housing and Urban Development, for Harry J. and Ling-chi Wang to discuss the Stockton/Sacramento housing site problems.

- From U.S. Senator Alan Cranston, informing that his staff was meeting the week of September 12 with representatives of the Chinatown Coalition for Better Housing to discuss the Chinatown housing site, and pledging his continued assistance.
- From Director Becker, a telegram to Secretary Romney, expressing the HRC's deep concern about the Stockton/Sacramento housing site crisis and urging that the Federal share for this project be funded with special funds.

COMMITTEES

SPECIAL REPORT: Director Becker

- Presentation by Bernard Orsi, General Manager, Personnel, San Francisco Civil Service Commission

In his introduction of Mr. Orsi, Director Becker noted that the HRC has for a number of years had close contact with the CSC (Civil Service Commission). The most recent cooperative effort was the Affirmative Action in Employment policy adopted by the CSC August 14, 1972. This policy statement was developed by the Civil Service Task Force, which the HRC staffs. Incorporated in the CSC policy by reference was the HRC's Principles for Affirmative Action in Employment. Mr. Becker said the HRC had been impressed with Mr. Orsi's evident desire to be helpful, his responsiveness, and by the number of independent, spontaneous ideas for effective change in the department. Today's invitation to Mr. Orsi had been to give him the opportunity to present in some detail the work he is carrying out.

Mr. Orsi said that he has been in his position since December 15, 1971. He said that to accomplish anything in Civil Service, widespread support was required, and that because of certain attitudes towards Civil Service of long standing, and because of its inability to respond to changing social patterns, this support was hard to obtain.

At the time Mr. Orsi took office, the Civil Service system had some 4,800 Limited Tenure employees. Limited Tenure was a classification developed during World War II, by which jobs were filled on a nonpermanent basis in an effort to guarantee that men leaving for military service could return to their positions when the war was over. (Doctors, lawyers, and some investigators were in classes not included in Limited Tenure.) Another of the difficulties Mr. Orsi encountered last December was that the examination procedure remained tradition-bound and unchanging, so that clerk-typist applicants took 400-question exams, and registered nurses 250-question ones. Some of the changes Mr. Orsi has sought to implement regarding entry-level policies of the CSC:

1. Change all requirements with regard to recognizing and accepting certifications granted by other agencies, i.e. registered nurses, thereby eliminating a City examination for those already certified.
2. Reduction of requirements in many entrance exams (educational, years of experience, etc.) which had become barriers to many applicants.
3. Canvassing all Limited Tenure employees to determine their length of tenure, thereby qualifying some 90 percent to take the examinations for permanent positions. This was called the "recency" policy. For the remaining 10 percent, said Mr. Orsi, the CSC has opened an employee counseling and career development section, (utilizing present staff, i.e. not with special funds provided for this purpose) to provide counsel for some 2,500 LT's since August 22. CSC's bilingual staff, plus its experts in rules and

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regulations, on promotive lines, etc., are serving in this section.

4. A doubling of the production of the job examination process. Some thirty job examinations a month now are produced. At any given time, said Mr. Orsi, the CSC has in the works some 254 positions. Examination announcements generate a tremendous amount of staff work, exemplified by the fact that there were 1,000 applicants for a motorman examination and 2,000 for fireman (with an anticipated 300 vacancies for the next four years). Protests to job specifications and requirements can be made during a seven-day period following publication. In that period of time, the CSC may receive as many as 200 protests, all of which have to be processed. Some protest cases can last as long as 18 months before resolved. Most of the protests, he said, do have merit, but he stressed the great amount of staff time required to process them.
5. Immediate testing. Mr. Orsi stated that the CSC has processed 1,713 people in five weeks in 52 job classifications. Of these, 736 are white,, and the remainder from minority groups, with blacks and Filipinos most in numbers and American Indians least.

The CSC has begun publishing the first eligibility lists in the clerk-typist class in five years. Of 350 Limited Tenure clerk-typists, 125 passed the exams and made the eligibility list. This exam, however, is being re-given. Mr. Orsi said that 33 percent of the clerk-typist applicants pass their exam, compared with the 91 percent of the stenographer applicants who do.

Mr. Orsi then addressed the promotive aspects of Civil Service. He pointed out that Limited Tenure employees are eligible for no benefits -- no health coverage, no retirement, no Social Security contributions, etc. But most serious of all, the Limited Tenure employee has no promotional opportunity. Thus, said Mr. Orsi, if persons can be moved to the permanent classes, they are eligible for the promotional steps provided in the CSC. He cited a recent eligibility list for Senior Payroll Personnel Clerk (\$1,000 a month) of six, of which three are minorities. There is, he said, great mobility in the clerical series.

On the management opportunity side, the CSC has set up with City College courses for permanent (not Limited Tenure) City employees (enrollment is on their own time) in specific occupational areas to help them prepare for and obtain certificates of proficiency. These certificates will qualify course graduates for eligibility lists. To date, 1,375 City employees, are enrolled, most of them minorities.

Mr. Orsi described his office's efforts to cooperate with Federal guidelines in test validity and content and attendance by staff principals at orientation conferences. He announced his intention to request funding for a staff psychologist next year. He pointed out that Federal agencies issue guidelines but do not provide any assistance, such as money, to make the needed changes.

Immediate testing as now practiced by CSC, he said, utilizes questions that to date have not been protested on past exams, and it is the next best thing to validated exams. He stated that a Berkeley firm currently is working on writing a job-related examination for the fireman classification, an outgrowth of legal protests (still pending) to recent examinations for this class.

Mr. Orsi stated that he is in favor of changing the so-called Rule of One, which requires that City department employers hire that person who is at the top of eligibility lists. San Francisco, he said, is the only municipality in the U.S. that still has this rule. Departments should have, rather, a choice of those on eligibility lists (the Rule of the Entire List).

CSC intends, he said, to rewrite and reorganize all City Charter provisions pertaining to Civil Service.

Also a goal is sensitivity training for permanent staff as a means of implementing affirmative action; this is sensitivity all down the line, where applications are being processed, in large numbers often, each day, and where the basic work of the CSC is carried out.

Mr. Orsi announced that the CSC very soon will be issuing an employee handbook, with basic information on employee rights, benefits, and conditions of employment. The Annual Report has just been published. The General Manager referred to the fact that the CSC staff has not been increased for several years, and that many of them have worked much overtime. He mentioned reorganization plans for the CSC and for other projects (regarding classifications, salaries, etc.) upcoming. It is hoped, he said, to institute classes in basic English, by means of teaching aids, if necessary. This would help prevent the incredibly high turnover rate in certain "basic job" classes. Another objective will be the establishment, in the City's public high schools, of a direct recruitment source for Civil Service entrance. Training, funding, coordination, etc. are all areas Mr. Orsi says he hopes to concentrate on in his second year of administration, once the "catching-up" of the first year is accomplished. By Spring of 1973, he said, all entry-level classes will be under immediate testing, and after February (approximately) there should be no new Limited Tenure hiring.

EMPLOYMENT:

The Very Rev. C. Julian Bartlett, Chairman

- Federal Skills Bank Proposal

This report was postponed because of the lack of material from the Federal agency.

- Yerba Buena Job Opportunities - Director Becker

Copies of the proposed Resolution were provided in advance to Commissioners. Director Becker stated that it was drafted by the Employment Committee.

The thrust of the Resolution is to state that the development of the Yerba Buena Center, in light of the jobs that will be there, is important in view of the estimated 25,000 persons unemployed in San Francisco. It calls on the staff of the HRC to implement affirmative action on the four different kinds of contracts in the Center (architects and engineers, construction, long-term permanent jobs, and service vendor jobs). The Resolution states that training programs will be needed and that the HRC hopes the Mayor's Manpower Planning Council can make certain that this training takes place. The Resolution concludes, "We hope that, protective of the housing needs concerned, this decision (beginning of construction cleared by the courts) will be soon."

It was

****m/s/c that the HRC adopt the Resolution on Affirmative Action Employment in Yerba Buena Center. A full copy of this Resolution is attached to these Minutes.

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Commissioner Joseph Garcia stated that approximately 12,000 jobs are expected to be filled when the Center is fully operative in 1976. He called for support for the Center, and for relocation housing for some 500 persons now living in the site area.

- Policy Statement on Work on the Employment Front -
Director Becker

The Employment Committee at its meeting September 21 read Commissioner Heilbron's draft of Equal Opportunity in Employment. Some revision was made of the draft. Copies of the revised draft were provided Commissioners in advance of this meeting. The original statement was discussed at the September 14 meeting of the HRC. The statement is a rundown of the areas of responsibility as they are differently defined in the two Code Sections (12.B, Ordinances 261-66, 340-68 and 96-72, dealing with City contracts, and 12.A, Ordinance 209-64, establishing the HRC).

It was

****m/s/c that the HRC adopt the Resolution on Equal Opportunity in Employment. A full copy of this Resolution is attached to these Minutes.

HOUSING AND URBAN DEVELOPMENT:
Louis Heilbron, Chairman

- Supervisor Francois' Resolution to Establish a Fair Housing Planning Committee - Commissioner Earl Raab

This Resolution was endorsed in principle by the HRC September 14, 1972.

A revised draft of this Resolution was presented before the Board of Supervisors' Planning and Development Committee September 19, at which time Housing Representative Edith Witt made a presentation on behalf of the HRC. Commissioner Raab reviewed the changes entailed in the revised draft of the Resolution. The Resolution was given a do-pass by the Committee and comes before the full Board of Supervisors October 2. Support was unanimous before the Planning and Development Committee. The Fair Housing Planning Committee will have six months to come back with a recommended plan to the Board of Supervisors. The HRC, as a participant in the Committee, will make specific recommendations to it. The Resolution includes the HRC's recommendation that the Board of Supervisors seek funds for operation of the Fair Housing Planning Committee.

- Assembly Bill 1687 - Richard Arnold

Mr. Arnold, an HRC Housing Worker, reported that this bill, which would permit local governments to pass fair housing laws and carry out fair housing programs, was passed by the Assembly July 12 and assigned to the Senate Local Government Committee, of which Senator Milton Marks is chairman. The HRC and the San Francisco Board of Supervisors earlier endorsed this legislation.

AB 1687 has not yet been assigned a hearing date but will probably be heard in committee sometime in November.

Staff has sent letters to all state HRC's, fair housing groups, and selected individuals requesting support for AB 1687. Several HRC's have endorsed the bill and some will be bringing it up at their next scheduled meetings. One such is the Palo Alto Human Relations Commission.

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- Federal Funding for Stockton/Sacramento Site - Glen Gan

The HRC endorsed this Federal funding August 24, 1972. Support has been expressed by letter and action from U.S. Senator Alan Cranston, Representative Phillip Burton, Supervisor John Molinari and Mayor Joseph L. Alioto. More than 300 Chinatown residents demonstrated September 12 at the Housing and Urban Development Area Office to publicize their desperate housing needs. Area Director James Price met with a delegation from the Chinatown Coalition for Better Housing and spoke to the demonstrators. He indicated that the Federal share of \$1.3 million would probably not be granted from his office due to insufficient funds unless the funding were at the expense of much-needed housing in other areas of the City. Representatives of the Chinatown Coalition, with the help of Senator Cranston and Representative Burton, also met with HUD officials in Washington, D.C. Senator Hiram Fong and Representative William Mailliard also have been contacted and have expressed their concern. Secretary George Romney has been invited to meet with City officials and representatives from the community of this issue.

Mr. Ling-chi Wang, of the Chinatown Coalition for Better Housing, reported briefly on the Washington meetings, saying that they met with White House aides, and have learned that Presidential Assistant Robert Finch is helping in the funding request. Telegrams and letters to Secretary Romney were urged.

YOUTH AND EDUCATION:

Rabbi Alvin I. Fine and Sister Mary Bernadette Giles, Co-Chairmen

- Bilingual Education Legislation Vetoed by the Governor - Commissioner Fine

Legislation endorsed earlier this year by the HRC relating to bilingual education was vetoed by the Governor.

****Commissioner Fine suggested that a letter expressing the HRC's regret at this action be sent to the Governor, with copies to the bills' sponsors in the Legislature.

- Young Filipino Far West Information and Referral Center: Request for Endorsement

Mr. Chris Lamadora, on the staff of the HRC, asked the HRC, at its September 12 meeting, to consider this proposal, which needs support at the Federal level with the Office of Economic Opportunity. The Youth and Education Committee considered it September 20. On recommendation of the Committee it was

****m/s/c that the HRC endorse in principle, by resolution, the proposal for a Young Filipino Far West Information and Referral Center and support its application for funding. The HRC staff is directed to provide technical assistance to the proponents of the proposal.

- Proposition 21, to Prevent School Assignment for Racial Balance: Requests for Opposition

It was

****m/s/c to oppose Proposition 21 (which would provide that no public school student shall, because of his race, creed, or color, be assigned to or be required to attend a particular school).

Commissioner Fine expressed his personal gratitude to Commissioner Simon for his editorial opposition to Proposition 21 via KPIX-TV.

- Discussion with Board of Education Members

Four members of the Board of Education, newly-elected, met with the Youth and Education Committee September 20. The Committee had the largest attendance in its history. The four were: President George Chinn, Dr. Lee Dolson, Ms. Lucille Abrahamson, and John Kidder. Their colleagues were unable to attend. Commissioners Simon, Livermore, and Chairman Kingsley also were present. There was no prepared agenda. Topics covered, in an open and candid discussion, included: school budget surpluses, relations with the new Superintendent, bureaucracy problems, delineation of roles, continuing commitment to integration, busing (viewed not as a question of principle and public policy but to what degree busing is necessary to achieve integration), long-range planning, and the restoration of public confidence in the public schools.

The next meeting of the Committee will be October 2, with Superintendent of Schools Steven Morena. It will also meet October 18, and on October 30 with the Community College Board.

Representatives of all the Zone Councils now sit with the Youth and Education Committee.

Commissioner Livermore stated that he was disappointed that the September 20 discussions centered on administrative and financial matters rather than concentrating on the services to the community.

****It was suggested that a letter of thanks be addressed to the Board of Education members who participated, reiterating the HRC's concerns as expressed to them in discussion.

POLICE LIAISON:
Curtis McClain, Chairman

- Report postponed

DIRECTOR'S REPORT:

- The HRC was invited by the Police Department to observe the crowd control procedures at the demonstration at the Palace Hotel the afternoon of September 27 during the visit of President Nixon. Director Becker found, however, that the officers on duty at the hotel had not been informed of this arrangement and he was unable to enter. He did, however, observe the scene for two hours on the street and felt that everyone involved, police and demonstrators alike, operated with considerable restraint. The problems reported by the press took place after some demonstrators left the hotel area.

CALENDAR MATTERS:

- The next meeting of the HRC will be Thursday, October 12, at 9:30 a.m. on the third floor of the Main Library in the Civic Center.
- Youth and Education Committee

Next Meetings: Monday, October 2, 3:30 p.m.
Cathedral House Library, Grace Cathedral
1051 Taylor Street

Wednesday, October 18, 3:30 p.m.
Cathedral House Library, Grace Cathedral
1051 Taylor Street

Human Rights Commission
City and County of San Francisco
Minutes of September 28, 1972

8

- Employment Committee

Next Meeting: Thursday, October 19, 9:30 a.m.
Cathedral House Library, Grace Cathedral
1051 Taylor Street

- Police Liaison Committee

Next Meeting: Monday, October 2, 4:30 p.m.
Human Rights Commission Office
1095 Market Street, Suite 501

- Housing and Urban Development Committee

Next Meeting: Thursday, October 19, 12:30 p.m.
Human Rights Commission Office
1095 Market Street, Suite 501

No New Matters

No Remarks from the Audience

Adjournment

Respectfully submitted,

William Becker
via Jack Casford

- Attachments:
1. Resolution on Affirmative Action Employment in Yerba Buena Center (Res. 14-72)
 2. Resolution on Equal Opportunity in Employment (Res. 15-72)

WB:JC:be
10-3-72

1

THE
OFFICE

When filed for
the and County of the State of
under the provisions of the
Act of March 3, 1907.

For the purpose of
the said Act, the undersigned
do hereby certify that the
above is a true and correct
copy of the original as
the same appears in the
files of the said Office.

Witness my hand and the seal of
the said Office, at the City of
Washington, this 1st day of
January, 1908.

Very truly yours,
[Signature]
[Title]

Notary Public for the District of
Columbia, and the County of
Washington, D.C.

Notary Public for the District of
Columbia, and the County of
Washington, D.C.

Notary Public for the District of
Columbia, and the County of
Washington, D.C.



CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 MARKET STREET
SUITE 501
SAN FRANCISCO, CALIFORNIA 94103
TELEPHONE 558-4901

RESOLUTION ON
AFFIRMATIVE ACTION EMPLOYMENT IN YERBA BUENA CENTER

When Yerba Buena Center gets underway, it will need workers for both short-term and long-term jobs. In addition to the planning and architectural work now in progress, workers will be needed for construction jobs. As the Center is built, workers will be needed for jobs with private employers in the restaurants, hotel, offices, shops, etc; for government jobs in maintaining the public facilities, along with other government jobs; and for jobs with vendors who will supply and service the sporting events.

One of the most serious problems of the City is the severe unemployment among residents of San Francisco. About 25,000 residents of this City are without work. Yerba Buena can make significant contributions to reducing this number.

It is the responsibility of the Human Rights Commission to see that all the employment opportunities in Yerba Buena Center are covered by effective affirmative action programs and that these programs are soundly and persistently enforced under the Principles for Affirmative Action in Employment adopted by the Human Rights Commission March 23, 1972.

The Human Rights Commission therefore instructs its staff:

1. To implement with all possible effectiveness the affirmative action requirements which are already

in the contracts with the architects and engineers, (which contracts are for more than \$1 million) and to report back to the Human Rights Commission on the status of these requirements.

2. To develop, in the absence of a negotiated city-wide affirmative action agreement, an affirmative action requirement, under the City's Nondiscrimination Ordinance, 12B, which will ensure that construction at Yerba Buena Center makes its full contribution to the introduction of more minority people into the building and construction industry; a project on which San Francisco has already made progress.
3. To negotiate with the developers an affirmative action approach which will ensure that unemployed residents of San Francisco will be hired for a reasonable proportion of the permanent white collar and service jobs which will eventually be filled at Yerba Buena Center.
4. To develop with the appropriate City agencies an approach to the permanent civil service maintenance and service jobs, and to the jobs of the vendors who will be supplying the City facility, which will ensure that unemployed residents of San Francisco will be able to fill a reasonable number of these jobs.

To implement these goals, some training programs will be needed. Now is the time to plan for them, to get them started in time so people will be fully qualified when the jobs become real. We hope

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the Mayor's Manpower Planning Council can help make certain that this training takes place.

Carrying out these affirmative action programs, besides that already in the contracts with the architects and engineers, is contingent on Yerba Buena Center being cleared by the courts for the beginning of construction. We hope that, protective of the housing needs concerned, this decision will be soon.

Resolution 14-72
Adopted by HRC 9/28/72

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copy 10-4-72



CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO
1095 MARKET STREET
SUITE 501
SAN FRANCISCO, CALIFORNIA 94103
TELEPHONE 558-4901

RESOLUTION ON
EQUAL OPPORTUNITY IN EMPLOYMENT

I. Commission Authority

The Human Rights Commission has two kinds of authority in employment situations:

1. Under Section 12B. the nondiscrimination/Affirmative Action provisions of Ordinances No. 261-66, 340-68 and 96-72 of the City and County of San Francisco, the Human Rights Commission can levy sanctions against discriminatory employers who contract with the City*. Thus, contractors who practice discrimination on the basis of race, color, creed, national origin and ancestry, religion, sex and sexual orientation are subject to HRC jurisdiction. The grounds of sex and sexual orientation have been recently added to Ordinance No. 96-72.
2. Under Section 12A. provided by Ordinance No. 209-64, establishing the Human Rights Commission, the HRC has a broad area of responsibility to work towards the elimination of the effects of discrimination and reduce tensions in

*Uncorrected violations can, as a result of a finding of discrimination by the Director of HRC, (subject to appeal to the Commission) result in (a) cancellation of the contract with the city; (b) ineligibility for future city contracts for a period up to two years and (c) a penalty of \$10 per calendar day, per person, of unlawful discrimination.

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in employment as in other areas. This section of the ordinance does not provide for any enforcement power.

Elimination of discrimination must be accomplished through procedures of mediation, conciliation and public hearings.

- II. In the allocation of its resources, the Human Rights Commission must give prior attention to its mandatory obligations under 12B. In so doing, it has followed the practice of doing the greatest good for the greatest number; namely by seeking to change discriminatory employment policies and patterns. The Human Rights Commission, however, will handle individual complaints under Section 12B. (through investigation and hearing, if necessary) to the extent of its capabilities under its budget. In the case of dealing with 12A. issues however, the Human Rights Commission will continue to concentrate upon obtaining changes in employment policies and patterns in order to bring about equality in employment opportunity. It will not handle individual complaints but will refer them to the State Fair Employment Practice Commission (FEPC) or the Federal Equal Employment Opportunity Commission (EEOC) which are complaint case agencies and which offer substantial and effective hearing procedures for contested matters.
- III. The Human Rights Commission will develop such affirmative action programs and procedures under Sections 12A. and B. as are appropriate in meeting particular discriminatory practices. Experience has indicated that such programs are most effective in areas where self-identification is not required -

Equal Opportunity in Employment (continued)

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e.g., a person's religion may not be self evident and is not requested in employment applications; therefore, affirmative recruitment in most employment fields need not emphasize religious affiliation.

Resolution 15-72
Adopted by HRC 9/28/72

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HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

DOCUMENTS

OCT 26 1972

Minutes of Meeting of October 12, 1972

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PUBLIC LIBRARY

* * * * *
* NEXT MEETING: October 26, 1972 *
* Thursday *
* Main Library, Civic Center *
* Commission Room, Third Floor *
* 9:30 A.M. *
* * * * *

NOTE: See under Calendar Matters section
of these Minutes the schedules of
the HRC's regular standing committee
meetings.

ROLL CALL

Commissioners

Present: Leonard Kingsley (presiding), Very Rev. C. Julian
Bartlett, Rev. George Bedford, Rabbi Alvin I. Fine,
Sister Mary Bernadette Giles. Louis Heilbron,
Ms. Mattie Jackson, Earl Livermore, Curtis Mc Clain,
Rev. Victor L. Medearis, Earl Raab

Excused: Joseph Garcia, Louis Garcia, Louis Simon

Staff

Present: William Becker, Director, Stan Abe, Jack Casford,
Wayne Redus, Ms. Gail Roberts

Pledge of Allegiance

Minutes of September 28, 1972 approved.

COMMUNICATIONS

- From Eugene A. Gullledge, Assistant Secretary-Commissioner,
U.S. Department of Housing and Urban Development, Federal
Housing Administration, acknowledging, for Secretary Romney,
the HRC's September 22 telegram supporting the request by
Mayor Alioto to treat as a separate issue the need for
housing on the part of the Chinese population of San
Francisco.
- From Robert I. Dodge III, Assistant Director, Office of
Field Support, HUD, stating that he has asked the Area
Office in San Francisco to communicate directly with the
HRC on its concerns about Federal funds for the Stockton/
Sacramento housing site in Chinatown.
- From James H. Price, Area Director in San Francisco for
HUD, stating that it was "impossible...to comply with your
request that funding of the Chinatown project not be to the
detriment of other housing needs in San Francisco."
Mr. Price stated that his office was evaluating eleven
applications, totalling more than \$10 million, but that it
has only received a funding level estimate of just over
\$2 million for new Neighborhood Development Programs.
- From State Senator George R. Moscone, congratulating HRC for
endorsing Assembly Bill 1687, which he supports (which would
permit local governments to pass fair housing laws and set
up fair housing programs).
- To members of the Board of Supervisors, identical letters
from Chairman Leonard Kingsley, urging their opposition to
Proposition 21 (known as the Student School Assignment
Initiative) which would end the use of busing as a tool for
desegregation, and, in the opinion of the HRC and others,
prevent any planned desegregation of California public schools.

- From Quailand Tom, Director, San Francisco Greater Chinatown Community Service Association, requesting the HRC to form a Chinatown Coalition to prevent crime and rehabilitate the youngsters who have committed a crime, as a means of seeking "constructive solutions to the immense recreational and social problems in the Chinese Community." Director Becker announced that this request had been referred to the HRC's Police Liaison Committee

COMMITTEES

EMPLOYMENT:

The Very Rev. C. Julian Bartlett, Chairman

- Sexual Orientation Complaint Against Pacific Telephone Company

This is the first complaint case involving a charge of discrimination on the basis of sexual orientation that the HRC has handled under the amended City Nondiscrimination Ordinance (that is, adding sex and sexual orientation to the previous race, color, religion, ancestry, or national origin stipulations applicable to employers who are City contractors, subcontractors, or suppliers). There have been meetings with the complainant, with the Society for Individual Rights, and with representatives of Pacific Telephone and their attorneys, and the City Attorney's Office. Pacific Telephone has taken the position that the City Nondiscrimination Ordinance as amended does not apply to them since they are governed by the State Public Utilities Commission. A letter requesting the advice of the City Attorney for further action had, at this time, not yet had a response. Inquiries about this case have come from some of the members of the Board of Supervisors.

YOUTH AND EDUCATION:

Rabbi Alvin I. Fine and Sister Mary Bernadette Giles, Co-Chairmen

- Report on Discussion with Dr. Steven Morena, Superintendent Of Schools - Commissioner Fine

Dr. Morena was described as candid and open in his discussion at the October 2nd Youth and Education Committee meeting. Since Dr. Morena and the new Board of Education are developing their own relationships and procedures, there are not as yet, said Commissioner Fine, specific answers to specific questions the Committee raised. It was felt that Dr. Morena, as regards integrated, quality education, was in general agreement with positions taken in the past by the HRC. He sees busing as a means toward integration, however his expressed feeling was that there are alternate, preferable ways of achieving it without massive busing.

Ms. Gail Roberts of the HRC staff announced that a report will be forthcoming on the modified assignment or districting plan being developed by the School District.

Commissioner Giles commented also on Dr. Morena's concern with reading improvement, with reorganization plans for administrative responsibility, and decentralization.

****Gail Roberts was asked to report to the HRC on the number of public school pupils being bused daily currently.

- Proposition 14, Establishing Property Tax Limitations: Request for Opposition.

Commissioners' meeting packets included an analysis of Proposition 14 (the Watson Initiative) which would reduce

The first part of the report is a general statement of the work done during the year. It is followed by a detailed account of the work done in each of the four departments. The first department is the Department of the Interior, which has been very busy with the work of the Bureau of Land Management. The second department is the Department of the Navy, which has been very busy with the work of the Bureau of Naval Affairs. The third department is the Department of the Army, which has been very busy with the work of the Bureau of War Relocation. The fourth department is the Department of the State, which has been very busy with the work of the Bureau of Consular Affairs.

The second part of the report is a detailed account of the work done in each of the four departments. The first department is the Department of the Interior, which has been very busy with the work of the Bureau of Land Management. The second department is the Department of the Navy, which has been very busy with the work of the Bureau of Naval Affairs. The third department is the Department of the Army, which has been very busy with the work of the Bureau of War Relocation. The fourth department is the Department of the State, which has been very busy with the work of the Bureau of Consular Affairs.

The third part of the report is a detailed account of the work done in each of the four departments. The first department is the Department of the Interior, which has been very busy with the work of the Bureau of Land Management. The second department is the Department of the Navy, which has been very busy with the work of the Bureau of Naval Affairs. The third department is the Department of the Army, which has been very busy with the work of the Bureau of War Relocation. The fourth department is the Department of the State, which has been very busy with the work of the Bureau of Consular Affairs.

property taxes, raise sales taxes, and necessitate increases in other State income sources. Of importance to schools is the proposal's mandate to hold the level of support for schools at \$825 per average daily attendance (per pupil per school year). San Francisco's present level of support is about \$1,600. A quotation from Legislative Analyst Alan Post was read, which stated that the City's expenditures (for schools) would have to be reduced by 48 percent in 1973-74 because of this level of support (the \$825), and that the School District would have to "eliminate many teacher positions and increase class size, or reduce salary levels and other expenses by 48 percent, or to put into effect a combination of these actions."

It was,

****m/s/c that the HRC oppose Proposition 14, because of its adverse effect on the children of San Francisco, cost to San Francisco, and the impact on the Unified School District.

The Committee's next meeting October 18 will address itself to an agenda of concerns and a revision of priorities. The October 30 meeting will be with Dr. Louis Batmale and the Community College Board of Trustees.

Commissioner Fine expressed the appreciation of the Youth and Education Committee to Commissioner Bartlett and to Grace Cathedral for the use of its meeting rooms and Commissioner Bartlett responded, saying the Cathedral was pleased to be of assistance to the HRC and its committees in this manner.

It was announced that Stanley Abe of the HRC staff is leaving for a position at the West Side Community Mental Health Center. Tribute was made to Mr. Abe's valuable contributions to the HRC and to the understanding of juvenile facilities through his research. He has, in addition, prepared information on occupational and vocational schools, which will be published by the HRC soon. Both Commissioners Fine and Giles expressed their praise for Mr. Abe's work. Mr. Abe's Juvenile Study report will be ready before he leaves the staff.

****A formal letter of appreciation from the HRC will be sent Mr. Abe.

It was announced that Mr. Abe's position, one funded under the Emergency Employment Act, cannot be re-filled unless Congress and the President act to refund EEA.

HOUSING AND URBAN DEVELOPMENT: Louis Heilbron, Chairman

- The Committee's report thrust was contained in the correspondence outlined under the Communications section of these Minutes, dealing with response from the U.S. Department of Housing and Urban Development, and of the word from James Price, Area Director for HUD.

Director Becker noted that the only way the Chinatown housing site funds can be forthcoming will be through the allotment of discretionary monies in Washington.

It is also important to ensure that records are accessible to all authorized personnel. This can be achieved by implementing a robust record management system that allows for easy retrieval and sharing of information.

It is also important to ensure that financial records are accessible to all authorized personnel. This can be achieved by implementing a robust financial management system that allows for easy retrieval and sharing of information.

It is also important to ensure that personnel records are accessible to all authorized personnel. This can be achieved by implementing a robust personnel management system that allows for easy retrieval and sharing of information.

It is also important to ensure that equipment records are accessible to all authorized personnel. This can be achieved by implementing a robust equipment management system that allows for easy retrieval and sharing of information.

It is also important to ensure that inventory records are accessible to all authorized personnel. This can be achieved by implementing a robust inventory management system that allows for easy retrieval and sharing of information.

DIRECTOR'S REMARKS:

- Commissioners may request a copy of the 1972 Annual Report of the Civil Service Commission provided by Bernard Orsi, General Manager, Personnel.
- Commissioners recently have been provided copies of letters the HRC has sent to the Mayor, to Supervisor Ron Pelosi, etc., as part of the mailings intended to provide full background information, and Commissioners were reminded that it is this means, however burdensome the volume of mailings might be from time to time, by which they can be fully aware of what work they will ultimately be asked to take action on.
- The Mayor's Office recently asked all City departments for their listings of priorities for utilizing Federal revenue-sharing funds. Under deadline, which prevented a discussion with the HRC as a body, the Director sent the following requests:
 1. For a staff to implement the now-amended Nondiscrimination Ordinance (two Employment Representatives and one Clerk-Typist). This is the HRC's greatest weakness in terms of staff.
 2. For an Employment Coordinator to implement Affirmative Action in all phases of the Yerba Buena Center project.
 3. For a Deputy Director to improve the HRC's supervisory capacity and release the Director for more work in the area of negotiation.
 4. For a staff person to develop jobs for ex-prisoners, in cooperation with community organizations now working in this area, in view of the particularly difficult problem of getting job placements for clients.

Director Becker announced that the total funding for these requests was \$81,000, a figure the HRC felt would, by its modesty, contrast with the requests of some other departments (some running into the millions) and substantially contribute to essential areas of its work.

In subsequent discussion, it was brought out that:

1. The City expects to get approximately \$15 to \$18 million in Federal revenue-sharing.
2. None of this money has as yet been allocated by Congress.
3. Locally, the Mayor's Office will make the decisions on fund allocations.

****Commissioner Fine suggested that the HRC communicate to State legislators and to other HRC's its concerns about revenue-sharing, including the process of community participation in the allocation decisions.

- Attempts are now being made to set up a meeting of employers of blue-collar workers and some labor unions, on the initiative of the HRC, to see if the common interests of these employers can be better met. The meeting idea evolved from an employment discussion with a large blue-collar employer, the Director, and an HRC staff member. At that time the idea was expressed that in the City the needs of employers in the blue-collar sector are not considered in contrast with those of financial and downtown interests.

****Commissioners were asked for their recommendations as to who should be asked to join such a meeting. Chairman Kingsley has agreed to lend leadership to these efforts.

NO NEW MATTERS.

CALENDAR MATTERS:

- The next regular meeting of the HRC will be Thursday, October 26, at 9:30 a.m. on the third floor of the Main Library in the Civic Center.
- Youth and Education Committee:
Next Meetings: Wednesday, October 18, 3:30 p.m.
Cathedral House Library, Grace Cathedral
1051 Taylor Street

Monday, October 30, 3:30 p.m.
Cathedral House Library, Grace Cathedral
1051 Taylor Street
- Employment Committee:
Next Meeting: Thursday, October 19, 9:30 a.m.
Cathedral House Library, Grace Cathedral
1051 Taylor Street
- Police Liaison Committee:
Next Meeting: Monday, October 16, 4:30 p.m.
Human Rights Commission Office
1095 Market Street, Room 509
- Housing and Urban Development Committee:
Next Meeting: Thursday, October 19, 12:30 p.m.
Human Rights Commission Office
1095 Market Street, Suite 501

REMARKS FROM THE AUDIENCE:

- Mr. Alfredo Rodriguez, Director of Centro de Cambio, a Mission District community drug program agency offering counseling, education, crisis intervention, employment services, etc. Services are in Spanish and English and the program has operated for two and one-half years. The Centro is at 3007 24th Street.

Mr. Rodriguez outlined in detail the problems of his agency in obtaining an extension of a contract to train eight community drug abuse counselors. The contract was obtained in April, for six months, from the Concentrated Employment Program of EOC through the Health Professions Council. Funds come from the U.S. Department of Labor, to the Economic Opportunity Council and thence to the Health Professions Council.

Mr. Rodriguez requested the HRC's assistance in obtaining the extension, which has been the object of much debate and which has, in effect, been denied.

****Staff was delegated to use their good offices to try to assist the Centro de Cambio in this problem.

It was,

****m/s/c that Director Becker be authorized to act immediately in this case due to the time urgency. The one-month

extension of the funding to the Centro de Cambio
expires October 30.

ADJOURNMENT

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:be
10-17-72

James Alfred Burroughs
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HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of October 26, 1972

* * * * *
* NEXT MEETING: November 9, 1972 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
* * * * *

NOTE: See under Calendar Matters section
of these Minutes the schedules of
the HRC's regular standing committee
meetings.

DOCUMENTS

NOV 9 1972

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ROLL CALL

Commissioners

Present: Leonard Kingsley (presiding), Very Rev. C. Julian Bartlett,
Rabbi Alvin I. Fine, Joseph Garcia, Sister Mary Bernadette Giles
Louis Heilbron, Ms. Mattie Jackson, Curtis Mc Clain, Louis Simon

Excused: Rev. George Bedford, Louis Garcia, Earl Livermore, Rev. Victor
L. Medearis, Earl Raab

Staff

Present: William Becker, Director, Frank Anderson, Jack Casford,
Stanley Lim, Greg Marutani, Wayne Redus, Ms. Gail Roberts,
Ms. Renee Thompson, Ms. Edith Witt

Pledge of Allegiance

Minutes of October 12, 1972 approved.

COMMUNICATIONS

- From James E. Stretch, President, Greater San Francisco Chamber of Commerce, a copy of a letter, signed by William E. Dauer, Executive Vice-President of the Chamber, and sent October 23, 1972 to each member of the Board of Supervisors outlining the Chamber's position ("...vehemently opposed...") concerning the Association of Bay Area Governments' Growth Report. The Director suggested that this material be referred to the Housing and Urban Development Committee, which itself might wish to involve other committees in discussion of it.
- From Supervisor Robert H. Mendelsohn, agreement with the opposition of the HRC to Proposition 21 (an anti-busing measure), and reporting tabling of a resolution to support it by the Board of Supervisors.
- From U.S. Representative Phillip Burton, stating his work to secure favorable action in Washington concerning funding of the Stockton/Sacramento housing site in Chinatown.
- Also relative to the Stockton/Sacramento housing site issue: letters from U.S. Representative William S. Mailliard's office, enclosing a letter from Marianne C. Polk, Senior Assistant for Congressional Relations, U.S. Department of Housing and Urban Development and from Warren H. Butler, Deputy Assistant Secretary, HUD Office of the Assistant Secretary for Community Development.
- From Supervisor John Molinari, acknowledging receipt of a copy of the HRC letter to Ronald Pelosi, President of the Board of Supervisors, regarding the current status of enforcement of the prohibition against discrimination in employment due to sex or sexual orientation.

- From Supervisor Molinari, a copy of a night letter directed to Secretary George Romney of HUD urging that he meet with Mayor Alioto, representatives of the Chinatown community, and himself to discuss the present crisis in housing in Chinatown. Mr. Molinari also enclosed a copy of a letter to Congressman Burton on this issue. Director Becker stated that Mr. Molinari has been very active in working for the granting of funds for the housing site and should be commended for his leadership on the issue.

COMMITTEE REPORTS

HOUSING AND URBAN DEVELOPMENT: Louis Heilbron, Chairman

- Commissioner Heilbron noted also that the letter from Marianne C. Polk cited above stated that the San Francisco Area Office of HUD has applications totaling some \$10,000,000 for neighborhood development but that it has funding of only \$2,254,000 for these programs. He stated that Mr. Molinari's resolution urging that HUD fund the project has been given a do-pass by the State and National Affairs Committee of the Board of Supervisors and is expected to be on the Board agenda for its regular meeting October 30. The Commissioner also stated that it is the feeling of the Housing and Urban Development Committee that funding for the site will have to be via a special grant from discretionary funds in Washington.
- It was also reported that the Committee continues to be active in efforts to secure passage of AB 1687 (which would permit local governments to establish and implement fair housing programs).
- The resolution (introduced by Supervisor Terry Francois) that the City establish a Fair Housing Planning Committee has been continued by the Board of Supervisors to November 13.

-
- Chairman Kingsley reminded Commissioners they had received from the Director a pamphlet and a memo from Jobs in Action for Latin Americans, urging that national, state, and local agency officials be informed of its program to increase employment of Spanish-origin people in civil service. Commissioners were asked to take note of this material and let staff or the Director know of any openings or exams upcoming.

EMPLOYMENT:

Very Rev. C. Julian Bartlett, Chairman

- Industry Survey Reports - Frank Anderson

Department Stores - This is a quarterly report, a continuing activity of the San Francisco Retailers' Community Relations Group (composed of 21 major downtown retail stores) with the HRC since 1963. The most recent survey taken during July 3 through July 10, 1972 showed that 25.41% of the total workforce of these member stores was composed of minority persons, or more than one-fourth. This is the highest this figure has ever been. The stores reported a drop of 705 (from 9,085 in the second quarter of 1971 to 8,380 for the same period this year) in their total employment and attributed this largely to the closing of the City of Paris (recently re-opened, however) and Harris & Frank.

The breakdown for minorities in supervisory category jobs:

	<u>Black</u>	<u>Other Non-White</u>	<u>Spanish- American</u>	<u>Total</u>
June 1971	88	92	36	216
June 1972	86	95	34	215

The Retailers' Group also issues a Visual Inventory of Non-Caucasian Employment Composition report, showing a breakdown of their workforce into five job classifications: selling, office and clerical, merchandise handling, miscellaneous non-selling, and supervision, and the ethnic breakdown into Negro, Others, and Spanish-American. It showed, as of July 23, for example, that in the largest classification in numbers, selling (2,735 employees), there were 187 Negro, 99 Spanish-American, and 177 Others.

Mr. Anderson said a meeting had been set with the retail stores industry for later this month (October) in order to:

1. Develop a new reporting format, including adding separate reporting segments for Filipino employees and other ethnic designations.
2. Determine store policies regarding arrest records.
3. Obtain input from stores on their new job development in store expansions into outlying areas of the City. To date reporting has covered only the downtown outlets, not areas such as Stonestown. Mr. Anderson said it was hoped to get an overall picture of store workforces.

Commissioner Heilbron suggested that the report survey be called a visual "ethnic survey" rather than "inventory".

It was noted by Director Becker that despite the decrease in the total number of employees attributed to the closing of two downtown retail stores, according to a recent article in the Greater San Francisco Chamber of Commerce magazine San Francisco Business, the City has a strong and healthy downtown retail industry, which is a healthy source of employment. It was pointed out that new jobs are being created in the industry, particularly in new suburban and outlying area outlets.

Director Becker noted that the Retailers' Group does not break down its statistics, as the HRC would like it to do, on a store-by-store basis. This means we do not know whom we are commending and whom we are criticizing. He stated that although the current minority proportion reported is 25.41%, the highest since reporting began, it nevertheless represents an annual increase rate that is very slow, so slow, in fact, that to attain anything approximating the City's 42.8% minority population, it would take approximately until the year 2005 to be reached. He hoped, he said, that the Employment Committee can work out with the stores a more comprehensive approach to affirmative action employment which would enable work to be done with those stores that have not been as productive in terms of increasing minority workforce participation as some of the others.

- Mr. Anderson said the Retailers' Group would be working on its annual Christmas jobs activity, and announced also that the Group has a regular representative on the HRC's Employment Committee.
- Motor Car Dealers of San Francisco

This report on the ethnic manpower composition of the Association is as of September 25, 1972, and it, like the preceding report, is one that has been made periodically for a number of years to the HRC.

Of a current total workforce of 1,509, the Association reported 182 Spanish, 97 Oriental, 127 Negro, 5 Indian, and 1,095 Caucasian, for a total minority workforce of 411, or 27%. This report covers 31 dealerships. The industry has lost 44 employees since 1971.

Minority percentages of workforces for preceding years were: 1969, 23%; 1970, 23%; and 1971, 25%.

YOUTH AND EDUCATION:

Rabbi Alvin I. Fine and Sister Mary Bernadette Giles, Co-Chairmen

- Request for Endorsement of State Proposition 1: California Community College Bond Proposal - Commissioner Giles

The bond proposal would provide \$160,000,000 for construction of general classrooms, laboratories, libraries, etc. City College of San Francisco would receive monies for remodeling of an existing building and construction of a new one.

It was,

*****m/s/c that the HRC endorse Proposition 1 and urge a yes vote on it.

Commissioner Heilbron, in seconding this motion, commented that he felt that the community colleges have become the foundation structure of the higher education system, providing the greatest opportunity for the entry of minorities into higher education fields.

- Request for Endorsement of State Proposition 9: Required for Passage Of Earthquake Safety Bond Issues.

Copies of the full proposed Resolution of endorsement were provided the Commissioners. The Proposition would permit a simple majority for the passage of bonds for safe schools.

It was,

*****m/s/c to adopt the Resolution Endorsing Proposition 9. A full copy of the Resolution is attached to these Minutes.

- Abraham Lincoln High School Accreditation Status Report

Commissioner Giles stated that the work of gathering the required material for consideration by the evaluation committee is proceeding and that consideration of it will be sometime after the first of next year, 1973.

- Private Occupational Training Programs Profile - Commissioner Fine

Commissioner's meeting packets contained copies of the Private Occupational Training Programs Profile, prepared by Stan Abe of staff at the request of the HRC recently. Concern had been expressed regarding the need for guidelines for people considering enrolling in private training schools where tuition is charged, in terms of potential for employment, the standard of training, and skills obtained. This document is intended to aid those who are evaluating the various aspects of training programs. Included as an attachment to the Profile is a list of questions for students or counselors investigating schools which charge fees for training. The questions were developed by Volunteers in College/Career Information - San Francisco. Copies are available on request from the HRC.

- Progress Report

The next Youth and Education Committee meeting will be Monday, October 30, with the Community College Board of Governors and Dr. Louis Batmale, Superintendent of the Community College District. The meeting following will be Wednesday, November 15, at which time the Committee will continue its review of priorities, including the need for recreation and other freetime programs for schoolage young people, and the need for involvement regarding the outbreak of tensions and violence in the schools. The Committee currently is following the work of the major committees (five) and subcommittees (four) of the Board of Education. It is hoped volunteers can monitor these meetings.

- A report will be made to the Committee by Gail Roberts November 15 on a recent meeting of the Board's Integration and Desegregation Committee.

- A report will be made in the near future on the meeting of the Zone Councils (which are represented on the Youth and Education Committee)

YOUR ATTENTION
TO THE
MATTER

RECEIVED
JAN 10 1900
U.S. DEPT. OF AGRICULTURE
WASHINGTON

DEAR SIR:

I have the honor to acknowledge the receipt of your letter of the 10th inst.

and in reply to inform you that the same has been forwarded to the proper authorities for their consideration.

I am, Sir, very respectfully,
Yours truly,
J. B. HARRIS

Very truly,
J. B. HARRIS

Enclosed for you are two copies of the report of the committee on the subject of the proposed amendment to the constitution of the United States.

I am, Sir, very respectfully,
Yours truly,
J. B. HARRIS

Very truly,
J. B. HARRIS

Very truly,
J. B. HARRIS

with the School District's Community Relations Committee.

- Commissioner Fine also commented on the recent newspaper accounts of the achievement and intelligence test results in the schools. He said that there has been no attempt so far to measure individual achievement levels of children who have been transferred from one school to another in the desegregation implementation. He called for an examination of these test results in terms of their limitation of what they tell about how elementary school desegregation is functioning.
- Commissioner Giles introduced Ms. Julie Roseman, the Health Educator of the VD Control Program the HRC is now administering through the City-Wide Youth Council.
- Candidates are being interviewed currently to fill the post of City-Wide Youth Council Representative, recently vacated by Booker Neal.

-
- Commissioner Heilbron expressed a reservation concerning the discussion of "Recognized" or "Accredited" private occupation training schools in the Profile material discussed earlier. Ms. Roberts responded that the purpose of the Profile was to serve as a guideline. The Commissioner suggested that a review be made of the exact wording of the distinction made between "Recognized" and "Accredited" schools. Commissioner Giles stated that there was a distinction between the different kinds of schools, i.e. one that would train fashion designers as opposed to one which would train for a profession that itself requires passing additional State qualifications to practice (e.g. licensed vocational nursing).

*****Commissioner Fine said a clarification would be made.

EMPLOYMENT:

Very Rev. C. Julian Bartlett, Chairman

- Hunters Point Construction Projects - Renee Thompson, Affirmative Action Officer, HRC

Ms. Thompson prefaced her report by introducing:

Mr. Joseph Day, Senior Field Representative, Bayview-Hunters Point Affirmative Action Program, 1429 Mendell Street.

Mr. Acklin Thibeaux, Director, Apprenticeship Opportunity Foundation.

These men have been instrumental in the affirmative action activities.

Funding for the Apprenticeship Opportunity Foundation is through the Office of National Project Administration of the U.S. Department of Labor's Manpower Administration. Mr. Day's program, an outreach operation of the AOF, is funded through the USDL's Manpower Administration.

All City-funded projects under construction in the Bayview-Hunters Point area come under the Model Cities Memorandum of Agreement. The agreement is incorporated into all these contracts. (The Memorandum of Agreement is an assurance to the Bayview-Hunters Point community people that a good faith effort will be made to achieve no less than 50% of the work in each craft and classification used to perform the "covered work" (as defined in the Model Cities Memorandum of Agreement) from among community residents.

There are three construction projects in Bayview-Hunters Point being monitored by the HRC. All these projects are active. One project is a bond issue project (Hunters Point South School) due to start in about three months. A low bidder has been selected for this project. The Redevelopment Agency monitors the contract, which it lets through its own staff, not HRC staff.

One of the HRC's strongest emphases in affirmative action is the requirement that all contractors employ apprentices up to the journey-men/apprentice ratio of 5:1, required by State Labor Code, Sec. 1777.5. The apprenticeable trades in the three projects that meet this requirement are the carpenters and plumbers. In other trades percentages indicate they are somewhat below their set ratio and there is room for improvement. There are no minority major contractors or subcontractors on the three active projects. (At one time the IHL Trucking Company, which is a Black-owned company, was working at Bayview-Hunters Point Elementary School.) On the whole, the three projects are in compliance with the 50% residency requirement of the Memorandum of Agreement.

In terms of monetary value, the three (3) active projects come close to \$3,000,000.

If the contractor or subcontractor is unable to employ journeymen from the community, the contractor is required to hire journeymen of their choice, but are requested by the community and the Human Rights Commission to make up the deficiency with the employment of apprentices from the community.

Although HRC Guidelines for Affirmative Action refer to the importance of utilizing minority and resident subcontractors, so far there has been only a token response, such as awarding small miscellaneous contracts, which last only a few days. It is important to note that when the HRC becomes involved, after a contract is awarded, the general contractor has already selected his subs and is committed to them.

During 1972, the HRC has received no individual complaints against a contractor for violation of the Ordinance, Model Cities Memorandum of Agreement, or affirmative action program.

The HRC is involved in the awarding process for City contracts. Its role is that of an affirmative action office for the awarding agency, the community, and the contractor. It coordinates and monitors contractual commitments to insure achieving equal employment opportunity objectives of the community residents. It conducts physical on-site inspections of employment practices of contractors and subcontractors to insure compliance with employment standards (Bayview-Hunters Point Model Cities Memorandum of Agreement).

Ms. Thompson said she has received cooperation from the Public Works Department, the community, and most of the contractors. Without their assistance, she said, the program would not be effective.

HRC also works very closely with the Bayview-Hunters Point Affirmative Action Program, the recruitment program for apprentices and journeymen. It is required that contractors and subcontractors use the Bayview-Hunters Point Affirmative Action Program and the Apprenticeship Opportunity Foundation as sources of referral after the union has been asked by the contractor for an employee. If the union doesn't have a resident on its list, then the contractor or sub is asked to contact the Bayview-Hunters Point Affirmative Action Program or the Apprenticeship Opportunity Foundation program for a possible resident. The Affirmative Action Program, working with the HRC staff member, has placed or trained 102 residents of the Bayview-Hunters Point community in projects there since July 1, 1972: 54 as apprentices, 26 as laborers, and 22 from a Skills Bank.

The consensus of many of the people of the Model Cities Area is that the Memorandum of Agreement is an effective working vehicle to bring apprentices into the trades. There have been some problems with a few contractors, which are considered minor in comparison with the over-all success of the Model Cities Agreement, said Ms. Thompson.

Included in Ms. Thompson's report were statistics on the active City-funded projects in the Bayview-Hunters Point monitored by the HRC, and an employment breakdown of the Model Cities Area projects.

She identified the types of problems she has encountered in her work: some vandalism, out-of-town contractors, and some contractors terminating or attempting to terminate apprentices. But she said that, in cooperation with Messrs. Day and Thibeaux, she was been able to work out many of the problems.

The Journal of a ...

Mr. Thibeaux told the HRC that in June of 1972, only 32 residents of the Bayview-Hunters Point Area had been placed; the rise to the figure of 102 (including the 26 laborers) has been through the work over the past two months of Mr. Day. The contract has been extended to June, 1973, and the goal is to place all the people who were in the pre-apprenticeship training programs. Thirty-six trainees remain to be placed.

Mr. Day stated that the main problem is in getting all-out cooperation from some of the unions and out-of-town contractors under the Memorandum of Agreement. Further suggestions were: more regular compliance meetings on job sites (such as those the HRC holds, which Mr. Day praised); requiring out-of-town contractors to comply with the Memorandum of Agreement; and reporting by new contractors in advance of the number of work forces and skills they need.

Mr. Day paid tribute to the support and assistance of the HRC in this work.

It was pointed out that the HRC monitors contracts let through the City Department of Public Works and the Redevelopment Agency monitors the contracts for its funded projects.

Commissioner McClain asked how the HRC can directly be of help in some of the problems faced by Messrs. Day and Thibeaux in their work. Mr. Thibeaux suggested that the administrative committee contact the unions with which there are difficulties and discuss the obligations to which they subscribe.

Director Becker pointed out that the delay by the U.S. Department of Labor in releasing funds to staff the Bayview-Hunters Point Affirmative Action Program office (now directed by Mr. Day), and the initial inability of the staff there to function effectively had meant that it was not until very recently that the operation had become effective and efficient. The tie-in of the HRC to the work of Messrs. Day and Thibeaux is that the HRC monitors the contractor's commitment to the affirmative action program, he said, but it does not perform job placement or hiring functions. The HRC has tried in the past few months to make clear that out-of-town contractors cannot violate the terms of the Memorandum of Agreement, and that it applies to them as well as local contractors.

*****Chairman Kingsley asked that the Employment Committee continue consideration of these problems.

Ms. Thompson expressed her appreciation of the relationship established between the HRC and the community groups in working to achieve meaningful affirmative action.

NEW MATTERS:

- Commissioner Bartlett discussed the efforts of the Northeast Mental Health Clinic to acquire property to establish a hospital and clinic. He stated that neighborhood opposition has developed to its attempts to acquire a building at 1055 Pine Street, and that a letter and attachment circulated recently listed among the disadvantages the adverse effect such a clinic would have on service attendance at Grace Cathedral. Commissioner Bartlett said he had written a letter disavowing any connection of Grace Cathedral (of which he is Dean) with the opposition movement, with a copy to the HRC Director.

*****He asked that the HRC contact the Northeast Mental Health Clinic to see if it could be of any assistance.

- Director Becker introduced Robert Gicker, of the Wells Fargo Bank, an active member of the Employment Committee. Gratitude was expressed for his work on behalf of the Committee's concerns.

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CALENDAR MATTERS:

- The November meetings of the HRC will be November 9 and November 30.

- Youth and Education Committee:

Next meetings: Monday, October 30, 3:30 p.m.
 Cathedral House Library, Grace Cathedral
 1051 Taylor Street

 Wednesday, November 15, 3:30 p.m.
 Cathedral House Library, Grace Cathedral
 1051 Taylor Street

- Employment Committee:

Next meeting: Thursday, November 16, 9:30 a.m.
 Cathedral House Library, Grace Cathedral
 1051 Taylor Street

- Police Liaison Committee:

Next meeting: Monday, October 30, 4:30 p.m.
 Human Rights Commission Office
 1095 Market Street, Room 509

- Housing and Urban Development Committee:

Next meeting: Tuesday, October 31, 12:30 p.m.
 Human Rights Commission Office
 1095 Market Street, Room 509

ADJOURNMENT

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:be
11-1-72

Attachment: Resolution to Endorse Proposition 9 (Res. 16-72, Adopted by HRC 10/26/72).

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CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO

1095 MARKET STREET
SUITE 501
SAN FRANCISCO, CALIFORNIA 94103
TELEPHONE 558-4901

RESOLUTION TO ENDORSE PROPOSITION 9

- WHEREAS: Public school buildings must comply with earthquake safety standards of the Field Act by June 30, 1975 or be abandoned, and;
- WHEREAS: Nearly one-half of the public school classrooms in San Francisco fail to comply to the Field Act and the children in these buildings will have to be transported elsewhere, creating educational chaos for them and their parents because of overcrowding and double-sessions, and;
- WHEREAS: Loans to school districts of funds from Proposition 2, approved by the voters on June 6, 1972, must be matched in stipulated amounts from local resources, and;
- WHEREAS: The Constitution of the State of California now requires two-thirds approval by the voters for authorization of school bonds, and;
- WHEREAS: Many recent school bond elections have received majority approval votes without the necessary two-thirds for passage, and;
- WHEREAS: Proposition 9 on the November 7, 1972 ballot would permit by majority vote, rather than two-thirds vote, to pass bond issues for purposes of repairing, reconstructing, or replacing structurally unsafe public school buildings, and;
- WHEREAS: School bonds for any other purpose would continue to require approval of two-thirds of those voting on the matter;
- NOW THEREFORE BE IT RESOLVED: That the Human Rights Commission strongly recommends a yes vote on Proposition Nine so that in the situation where the lives and safety of school children are at stake the vote requirement for approval of bonds for safe schools be a simple majority, and;
- BE IT FURTHER RESOLVED: That the Human Rights Commission join with other individuals and organizations in informing the voting public of their chance, now, to bring our schools up to date with a yes vote on Proposition 9.

Resolution 16-72
Adopted by HRC 10/26/72

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HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of November 9, 1972

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* NEXT MEETING: November 30, 1972 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
* * * * *

NOTE: This is the last Thursday in
November rather than the fourth,
which falls on Thanksgiving Day.

NOTE: See under Calendar Matters section
of these Minutes the schedules of
HRC regular committee meetings.

DOCUMENTS

NOV 27 1972

SAN FRANCISCO
PUBLIC LIBRARY

ROLL CALL

Commissioners

Present: Leonard Kingsley (presiding), Rev. George Redford, Joseph Garcia,
Sister Mary Bernadette Giles, Louis Heilbron, Ms. Mattie
Jackson, Earl Livermore, Rev. Victor L. Medearis.

Excused: Very Rev. C. Julian Bartlett, Rabbi Alvin I. Fine, Louis Garcia,
Curtis Mc Clain, Earl Raab, Louis Simon

Staff

Present: William Becker, Director, Francisco Aviles, Dan Amerson, Jack
Casford, Kenneth Cummins, Carlos Duque, Mario Evangelista,
Gerard Feliciano, Glenn Gan, Ms. Rosina Lettre, Stanley Lim,
Shone Martinez, Greg Marutani, Wayne Redus, Ms. Gail Roberts,
Ms. Edith Witt

Pledge of Allegiance

Minutes of October 25, 1972 approved at a later point in this meeting when
there was a Quorum present.

COMMUNICATIONS

- From: Christian R. Holmes IV, Special Assistant to U.S. Representative
William S. Mailliard; Robert L. Rumsey, Executive Director of the San
Francisco Redevelopment Agency; and Supervisor John L. Molinari regarding
the \$1,300,000 funding for a housing project site at Sacramento/Stockton
Streets in Chinatown by the U.S. Department of Housing and Urban Develop-
ment. The letters were given to Commissioner Heilbron for his agenda
report under the Housing and Urban Development Committee report.
- From Wallace D. Mersereau, Director of Real Estate, a copy of a general
announcement to Prospective Proposers, BART (Bay Area Rapid Transit
District) Newsstand Lease, of a one-day orientation and tour to be held
November 21 at BART offices at 800 Madison Street, Oakland, from 9:00 a.m.
to 4:00 p.m.

Director Becker noted that efforts should be made to circulate word of
this opportunity to minority concessionaires.

- Three communications regarding the amended City Nondiscrimination Ordinance
to include sex and sexual orientation:
 1. From Nick Benton, on behalf of the Southwestern Regional Conference of
Gay Organizations, a letter sent also to the San Francisco Board of
Supervisors stating that the Conference voted October 23, 1972 to
oppose "'population parity' hiring with respect to sexual orientation"
and stating its conviction that "such a policy would work against the
interest of all wage and salary-earning people and all potential wage
and salary-earning people (which includes most people classed as 'gay')".

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2. From Greg Gidula, Deputy Chairman, Gay Alliance of San Francisco, asking that the HRC disregard the position of the Southwest Conference of Gay Organizations, and reaffirming the demand of the Alliance for a population parity approach on employment of homosexuals.
3. From Reverend Raymond Broshears, Chairman, Gay Alliance, a copy of a letter to the president of the Civil Service Commission, also reaffirming the Alliance's stand requesting institution of a parity hiring program in regards to the homosexual minority of San Francisco.

****This correspondence was referred to the Employment Committee.

- From Eunice Elton, Director, Manpower Planning and Research, Office of the Mayor, commending the HRC, through Frank Anderson, for publishing the Private Occupation Training Program Profile.
- From Ronald Pelosi, President, Board of Supervisors, informing Chairman Kingsley that he was opposed to passage of Proposition 21 (the "anti-busing" State proposition on the ballot November 7, which the HRC took official action to oppose).
- From Marcus A. Foster, Superintendent of Schools, Oakland Unified School District, a commendation for the excellence of the Media Program's "FYI-A Digest of Educational News", cited as "a splendid and rare example of the agencies of government and education cooperating to increase informed citizen understanding of and participation in school affairs."

COMMITTEES

EMPLOYMENT:

Very Rev. C. Julian Bartlett, Chairman

- Contract Compliance in City Construction - Stanley Lim

This progress report and evaluation, based on statistics for September, is the second one issued this year. The first report covering construction activities in the spring of 1972 was presented May 11. Ms. Renee Thompson reported on the Bayview-Hunters Point activities at the HRC's October 26 meeting.

September and March are selected for statistical sampling because these months give the best "typical" construction picture for this area.

Under HRC monitoring are 15 "City-wide" contracts from which come statistics for this report. These include Army Street Circle Contracts 3 and 4, City College, Smith Hall, Crystal Springs Reservoir, Diamond Heights High School and Gymnasium, Geary/Masonic Underpass, Market Street Beautification Contracts 1 and 2, Airport North Terminal Foundation and Rotunda "A", Paul Revere School, San Francisco Medical Center, Southeast Water Pollution Control Plant, and Yerba Buena Center Sewer Relocation. The awarding departments and stage of completion on each project are described on a table prepared with this report.

What portion of the City-financed contracts compare with the total volume of construction in the City is a question often asked. According to the Central Permit Bureau of the Department of Public Works, the average dollar amount of new construction permits issued per year for the past three years has been running at about \$240 million, public and private included. The HRC's portion of new contracts issued in fiscal year 1972, ten in number, showed a total of \$19.5 million. The total amount of all 15 contracts, including those issued during fiscal years 1970 and 1971 but excluding the completed projects, tallied \$64.5 million. HRC coverage, for affirmative action in current construction, is only at 8.1% of all building volume in San Francisco. (The San Francisco Redevelopment Agency, excluding the Yerba Buena Center Project, has generated approximately the same dollar value in current construction.

Mr. Lim referred to the tables accompanying his written report, copies of which were provided Commissioners, and commented as follows on the extent of minority involvement:

1. Minority group members--Spanish-Americans, Oriental, Black and American Indian--in all apprenticeable crafts, excluding laborers, showed a strong distribution of 28.2% of the total, but four percentage points below the May, 1972, report.

Including the laborers of the total workforce breakdown for these projects produced a minority percentage of 38.3%.

2. In the breakdown by classification of skill, minority apprentices continued to command a majority--54% of all apprentices-- compared with 54.5% reported last May.
3. A special study of six largest skilled trades showed where minority groups are gaining or lacking.

The HRC selected five "critical" trades--electrical workers, iron workers, operating engineers, plumbers and steam fitters, sheet metal workers, and carpenters--for this analysis to show the difference in approach and results of affirmative action.

The carpenter locals here had long adopted a more liberal referral policy where a good mix has already been achieved. HRC projects showed a 35.7% minority participation for the carpenters and it is fairly well distributed in all levels of competence. It can be characterized as a "model" affirmative action goal. In contrast, iron workers, operating engineers, and sheet metal workers showed the minority share in City contracts of only 13.5%, 12.3%, and 19.6%, respectively.

Signs of improvement are found in the electrical workers (23.9% minorities) and plumbers and steam fitters (22.3%). In the May 11 report, it was 10.5% minority for electricians and 13.0% for plumbers and steam fitters.

4. Another table compiles a series of individual contracts. These projects are under continuous review by the HRC. Where manpower deficiency exists, it is noted by each contract. It's generally valid to conclude that projects located within City limits show a higher percentage of minority representation compared with the airport and Peninsula projects with less than 15% average. On the latter projects, our efforts, in some instances, had been hampered because of labor jurisdictional problems difficult to solve if the contractor or contractors are not based in the City.

In dealing with contractors that are less than cooperative, the HRC's recourse is the noncompliance complaint procedure, staff-initiated, or individual complaint if alleged discrimination exists. In the last six months, staff has filed four of the former complaints and received three of the latter. Respondents included: three plumbing contractors, an electrical contractor, an elevator company, a cement supplier, and an acoustical ceiling contractor. The charges in the staff-initiated cases stemmed from deficiency in meeting affirmative action commitments. The individual complaints were on hiring practices. These cases did not reach hearing stage because the respondents chose to take immediate corrective action. The charges were subsequently dropped since compliance was achieved.

The eighth complaint, which is a long standing case against a painting contractor for violating a signed affirmative action agreement, was brought to a show cause hearing held in the HRC office October 26, 1972. Commissioners Bartlett and Joseph Garcia were the hearing panel.

Also reported at the June 22 HRC meeting was a class action complaint involving a group of minority truck owners against four excavation contractors. This case has been settled.

The problems that confront the contract compliance staff are never ending and always challenging. Key issues the staff faces are: development of

a plan for the massive job potential, Yerba Buena Center Project; find effective ways to deal with out-of-town contractors; and exploration of collective bargaining agreements. There are other problems that will be explained in future reports.

Mr. Lim responded to several questions from Commissioners.

- Employment Pattern Survey of San Francisco Civil Service, as of December 31, 1971 - Wayne Redus

The HRC began making these surveys of the racial and ethnic employment pattern of City employment in 1965. Copies of this most recent report will be available in two weeks, he said, and will be distributed to City agencies and community groups.

The current report list departments in order of minority and female representation, and in terms of their deviation from either the Civil Service average, the Census Bureau population average, or the San Francisco workforce average for women.

The report covers sixty-eight departments or sub-divisions which are recognized as separate units. The Housing Authority, Redevelopment Agency, and the Convention Bureau are not included in the Civil Service statistics, but are included in an appendix. The target population was drawn from master payroll tapes including permanent and temporary personnel. Emergency Employment Act employee data came from figures reported to the Federal government by Bob Won, EEA Coordinator. All statistics for City Commissions include their respective commissioners.

The survey is reported in five different categories: (1) Employment Status (Permanent, Temporary, Emergency Employment Act), (2) Racial or Ethnic Origin, (3) Monthly Income, (4) Sex, and (5) Job Category.

The racial or ethnic origin classifications used are: White, Black, Spanish-Origin, Oriental, Filipino, American Indian, and Other Non-White. Job categories are: Officials and Managers, Professional, Technical, Office and Clerical, Craftspersons, Operatives, Laborers, Uniformed Protective Services, Service Workers, Agricultural and Horticultural Workers, and Commissioners.

The total City employee workforce as of December 31, 1971 was 20,087. Total minority participation (excluding EEA) in San Francisco Civil Service employment totaled 6,455 (32.1%). This is an increase of 1.1% over December 31, 1970. This increase was spread over three groups: Black workers went up from 4,160 (21.0%) to 4,355 (21.7%), an increase of 195; Oriental workers went up from 872 (4.4%) to 942 (4.6%), an increase of 70; Filipino workers went up from 304 (1.5%) to 358 (1.7%), an increase of 54; Spanish Origin workers remained at 3.5%, with 706 employees, compared with 693 for 1970; American Indians went from 16 in 1970 to 19 in 1971.

Black participation, at 21.6%, is the highest of these ethnic groups. It is, however, concentrated in three categories: Black workers comprise 54% of the Operatives; 45.7% of the Laborers; and, 57.3% of the Service Workers. These three categories utilize 70% of the 4,355 Black Civil Service employees. In contrast, 61.8% of the 13,632 White employees are in the Professional, Uniformed Personnel, or Craftsperson categories. It should be noted, however, that many of the jobs in the Operative and Laborer classifications pay above the average level of City workers.

Aside from Black participation, the other groups are represented at levels considerably below that of their proportion of the San Francisco population.

For the first time, this survey also covers the distribution of the Civil Service workforce by sex including race. Women constitute 27.4% (5,522) of the total workforce. 41.3% (2,285) of the women work in Official and Professional positions. Of all the Officials and Professionals (5,045) employed by the City, 45.2% are women. However, the majority of these women are found in Health and the Social Services--categories that women have traditionally been restricted to.

FILE OF 1955

The Sheriff's Department has the highest minority representation of the protective departments, Blacks comprising 8.8% of all employees. Other ethnic groups, however, are represented at a lower rate, or not at all; Spanish Origin, 6.8%; Orientals, Filipinos and American Indians not being represented; total minority percentage equalled 15.6.

The Police Department's statistics are as follows: Black, 6.6%; Spanish-Origin, 3.4%; Oriental, 1.3%; American Indian, 0.1%; Filipino, 0.9%; and Other Non-White, 0.3%. This total of 12.6% represents a 1.0% increase over 1970's total of 11.6%

The Fire Department's statistics are as follows: Black, 0.4%, Spanish-Origin, 2.0%; Oriental, 0.3%; Filipino, 0.05%; American Indian, 0.0%; Other Non-White, 0.1%; for a minority total of 2.8%.

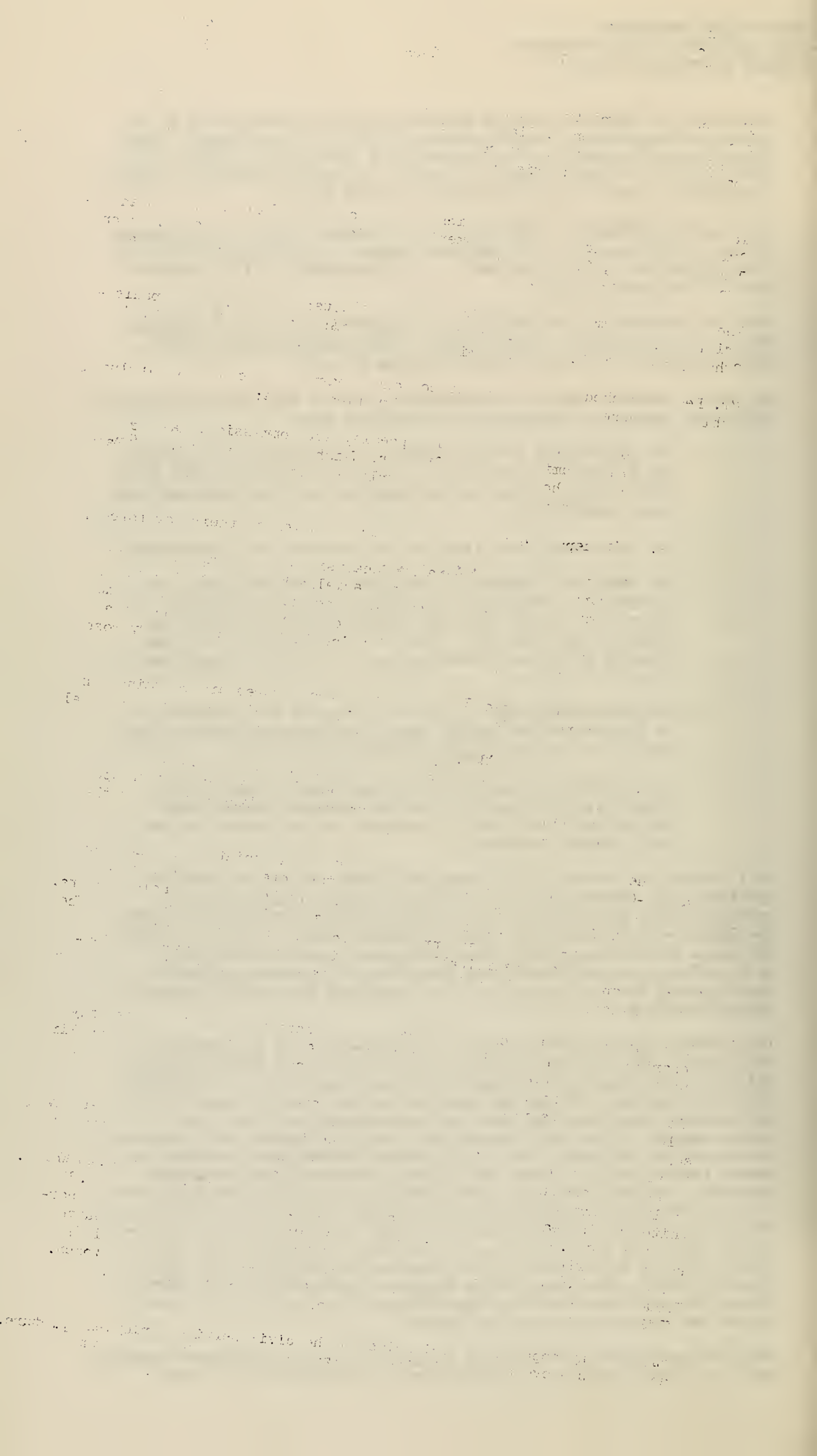
Mr. Redus touched on each of the component parts of the survey, including tables and appendices, pointing out significant data:

1. Six departments (Permit Appeals, Art Commission, Law Library, Chief Administrative Officer, Weights and Measures, and Yacht Harbor) have no minority employees out of their combined workforce total of 33.
2. Six departments have less than 1% women on their workforces.
3. One table is a comparative analysis of City employees, by occupational categories and racial/ethnic distribution. It shows, for example, that the number of Black Officials and Managers rose from 22 in 1970 to 37 in 1971, and the total minority and female participation in this job category rose from 397 to 458.
4. Emergency Employment Act workforce figures are contained in an appendix to the survey, using data gathered from the total cumulative employees under the program for 1971.
5. Also attached as appendices are U.S. Census Comparative Figures for 1960 and 1970 for San Francisco ethnic groups and Affirmative Action in Employment policy adopted by the Civil Service Commission.

In a general discussion of the survey, Mr. Redus pointed out that the Spanish-Origin representation of 3.5% of the total City workforce, unchanged since 1970, was the most serious problem in the whole picture. The Spanish-Origin population figure represents 14.2% in the City. The HRC has a three-person staff presently working under a Federal grant on a project aimed specifically at recruiting and counseling Spanish-Origin people for application for City, State and Federal Civil Service job examinations.

In a special section of the survey, "A Comparative Look at Three City Departments" (Fire and Police Departments and the Yacht Harbor), the Fire and Police Departments were chosen due to continual concern over their ethnic composition. The Marina Yacht Harbor was chosen because it is a little-known department that provides a specialized service for a select segment of the City's population, and it is located in a relatively select part of the City. Very little public concern about minority or female representation is ever articulated. The total Fire Department workforce, excluding the Fire Safety Technicians, in 1969 was 96.1% White. In 1971, that total, excluding the Fire Safety Technicians, was 97.2% White, an increase in the two years of 1.1%. In 1969 the minority percentage was 3.9%, in 1971, 2.8%. In the Police Department, the survey shows, minority representation rose from the 10% in 1969 to the 1971 figure of 12.6%. The Yacht Harbor employs no minorities and no women.. Though its workforce rose from 5 in 1969 and 1970, to 8 in 1971, none of the new hires were minority or female.

Despite many apparent deficiencies in the civil service employment picture, the City is above average in its utilization of minorities and women



when compared with employment in the private sector. Much work has been done to approach the problems of recruitment, testing, classification, minimum requirements, rules and regulations, and upgrading.

Previous surveys have revealed the need for a civil service affirmative action program that would help to insure equal employment opportunity for minorities and females. At its meeting of August 14, 1972, the Civil Service Commission adopted an Affirmative Action Program that was jointly drafted by the Civil Service staff and the Civil Service Task Force. Implementation of the program is the responsibility of the Civil Service Commission. The Civil Service Task Force is assigned the responsibility of advising the Civil Service Commission on Affirmative Action Program matters. Concurrent with this responsibility is the detailed analysis of the annual Ethnic Survey of City Employees. The Task Force is charged to call the attention of the Civil Service Commission to any areas requiring special attention. Future ethnic surveys will enable a realistic evaluation of the effectiveness of the Civil Service Affirmative Action Program.

****Chairman Kingsley asked that each Commissioner read the report in detail, and referred it to the Employment Committee to draw up a recommendation on what further action the HRC should take on it.

Mr. Redus pointed out that in the Department of Public Health, 351 females are employed, 214 of them in Professional classes. He said that this department showed throughout its workforce a good record in hiring of females in number in good paying positions.

HOUSING AND URBAN DEVELOPMENT:

Louis Heilbron, Chairman

- Funding of Federal Share for Stockton/Sacramento Housing Site in Chinatown

Commissioner Heilbron stated that the success in obtaining the \$1,300,000 for this project cannot be attributed to any single agency in the City, but represents a coordinated effort by many, including the Chinese community, some Supervisors, and some government agencies, including the HRC, which helped keep the issue alive by impressing on Washington the importance of the project, symbolically as well as on its merits.

- Recommendations re: Association of Bay Area Governments' Proposed Regional Growth Policy

This issue will be considered at the ABAG meeting November 10. The plan is to guide the Bay Area counties in planning for their growth for three periods: now to 1980, 1990, and 2000. They recognize that the immediate need is an interim growth policy. All planning figures for the counties of the Bay Area have been consolidated and related to the State Department of Finance predictions. Certain trends have been established and adopted for purposes of a policy statement, namely the adoption of a 5,500,000 population growth limit to be reached by 1980, based on the anticipated growth by births and by migration. HRC's Housing and Urban Development Committee, with a number of other San Francisco agencies, believes that before the growth limit figure is adopted as a matter of policy, some opportunity should be given to interested and expert community agencies to consider its implications. The Committee holds that a reasonable period (say, 60 days) should be granted for study of this proposed policy adoption. Commissioner Heilbron stated that the Committee endorses completely the principle of regional planning, certainly in the housing field.

- Status of Supervisor Francois' Resolution Establishing a Committee to Develop a City-Wide Residential Integration Plan.

This Resolution will be before the full Board of Supervisors November 13. It has now been amended to the satisfaction of interested community organizations. There would be 33 named organizations represented on the Committee, with room made for six more, representatives of private

interests in the housing field particularly interested in integration, the San Francisco Board of Realtors, and a number of governmental agencies, including the HRC, with an interest in this problem. A possible amendment is pending, sponsored by Supervisor Gonzales, who would like to see a committee appointed on the basis of fifteen regional districts nominating appointees to the Mayor. The HRC has gone on record approving an overall approach through the community organizations and it remains committed to this approach.

NATIVE AMERICAN ADVISORY:
Earl Livermore, Chairman

- Bridgeport Paiute Indian Colony of Mono County

Commissioner Livermore read in full a proposed Resolution in Support of the Indian Community of Bridgeport, California. The Indian community in that community seeks to acquire available Bureau of Land Management lands south of Bridgeport for a homesite and Indian Reservation.

Speaking on behalf of the Resolution was Robert J. Donovan, Director of the California Rural Indian Land Project of Berkeley, California. Mr. Donovan described in detail the background of the California Indians' need for land, with historical references, and the specific issues under discussion regarding the Bridgeport community. Legislation supported by U.S. Senator Alan Cranston and U.S. Senator John V. Tunney will be re-introduced in Washington in the next Session of Congress. There is Administration opposition to this legislation, which would enable the Bridgeport Indians to acquire 20 acres for their homesite. The dilemma in part is that the government holds that the Indians cannot acquire title to land since they are not recognized by the Bureau of Indian Affairs, but recognition is granted only to persons who own land.

Speaking on behalf of a Resolution of the National American Indian Council in Support (of) First Americans in Bridgeport was John Slavachek, representing the Council's chairman, John Folster. Mr. Slavachek read the Resolution (adopted by the Council October 24, 1972) in full and asked for its endorsement by the HRC.

Commissioner Heilbron, in discussion following these presentations, stated that he would favor development of a policy statement for the HRC regarding National American Indian concerns, as typified by the Bridgeport issue. He expressed reservations regarding the ability of the HRC to take stands on issues beyond its jurisdiction.

Commissioner Bedford stated that there should be no delay in lending support to a people--the Native Americans--seeking to be brought into the mainstream of contemporary life from which they so long have been isolated, and, in the case of the Bridgeport Indians, remain so.

Commissioner Giles commented that she interpreted Commissioner Heilbron's suggestion as one that would have the HRC draw up a policy statement which would legitimize for the future its taking action in support of other peoples in the State or the country who at any moment need such support.

It was,

****m/s/c to adopt the Resolution in Support of the Indian Community of Bridgeport, California. A full copy of this Resolution is attached to these Minutes. Commissioner Heilbron said he joined the aye votes in the view that this is the most human solution, but held that he felt that this was not the way to approach the problem generally. He felt that this kind of action might set a precedent for any group that needed supportive action to come to the HRC.

****Chairman Kingsley, at the suggestion of Director Becker, asked that the Native American Advisory Committee draft the statement of principle, particularly with reference to Indian concerns in the San Francisco area.

It was,

****m/s/c that the HRC support the Resolution of the National American Indian Council in Support of First Americans in Bridgeport.

Commissioner Heilbron asked that an abstention be recorded in his name on this vote.

YOUTH AND EDUCATION:

Rabbi Alvin I. Fine and Sister Mary Bernadette Giles, Co-Chairmen

- Report on Discussion with Community College Board
Of Governors and President/Superintendent

The Committee met with Dr. Louis Batmale, President/Superintendent, Dr. Louis Conlan and Reynold Colvin, Members of the Board, and John Yehall Chin, President of the Community College Board. This was the third and final in a series of meetings of the Committee with leaders in education in the City. The many activities of the Community College were described in this meeting, especially in the implementation of the adult education program, which consumes much of the time of the Board. Programs that the Community College District also concerns itself in include those for City College students preparing to go on to university work, and students whose education plans will end in Grades 13 and 14.

In past meetings, the Committee has met with representatives of the Board of Education and the Superintendent of Schools and has reported to the HRC.

DIRECTOR'S REMARKS:

- The Emergency Employment Act, under which the Federal government has funded one of its most successful and effective public employment programs for cities, states and counties, was part of a bill which the President recently vetoed. Funding for EEA, it now seems likely, will end next June 30. The HRC has benefited from this EEA money through the addition of badly-needed staff, notably the three new Affirmative Action Officers to implement the Nondiscrimination Ordinance dealing with City contractors.

Director Becker suggested that the HRC and individual Commissioners contact legislators and people in the Administration to urge the continuation of this program, at least at the level at which it is operating now. He stated that it was of crucial importance that this issue be raised, in light of the new revenue-sharing policy, under which, he said, the cities may actually have less money, since revenue sharing cannot cover all the programs heretofore financed by the Federal government.

****Chairman Kingsley asked Mr. Becker to draft a model letter to be used by Commissioners in their supportive efforts.

- Gail Roberts and Director Becker have been involved in two meetings recently with the Public Housing Authority police and tenant organizations to assist the Authority in preparing a proposal for funding to improve the security status in its housing unit areas, since crime statistics there are reportedly so high. This appears to be the single biggest issue that the tenants are concerned about.

NEW MATTERS:

- Chairman Kingsley named a Nominating Committee to report to the HRC at its first meeting in January with recommendations for the 1973 Chairman and Vice-Chairman. Commissioner Giles was named Chairman of this committee, with Commissioners McClain and Raab to serve with her.

CALENDAR MATTERS:

- The next HRC meeting will be November 30, a week later than the regular fourth Thursday, which is Thanksgiving, a legal holiday.

- Youth and Education:

Next meeting: Wednesday, November 15, 3:30 p.m.
Cathedral House Library, Grace Cathedral
1051 Taylor Street

- Employment:

Next meeting: Thursday, November 16, 9:30 a.m.
Cathedral House Library, Grace Cathedral
1051 Taylor Street

- Police Liaison:

Next Meeting: Monday, November 13, 4:30 p.m.
HRC Office
1095 Market Street, Room 509

- Housing and Urban Development:

Next meeting: Tuesday, November 14, 12:30 p.m.
HRC Office
1095 Market Street, Room 509

- Native American Advisory

Next meeting: Tuesday, November 21, 5:00 p.m.
HRC Office
1095 Market Street, Room 509

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully submitted,

William Becker
via Jack Casford

Attachment: Resolution in Support of the Indian Community of Bridgeport,
California (Res. 17-72, adopted 11-9-72).

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RESOLUTION IN SUPPORT OF THE INDIAN
COMMUNITY OF BRIDGEPORT, CALIFORNIA

WHEREAS, 60 members of the Bridgeport Indian Colony are presently living in substandard housing conditions with inadequate utilities and sanitation and do not have land of their own; and

WHEREAS, certain lands under the administration and control of the Bureau of Land Management may be available for the creation of an Indian Reservation for the Indian Community of Bridgeport, California; and

WHEREAS, this potential reservation would be located in the vicinity of the town of Bridgeport, California, and would provide a secure homesite for the members of the Indian community of Bridgeport and their ancestors; and

WHEREAS, President Nixon stated (N.Y. Times, March 31, 1971) that the Federal Government is in the process of transferring up to 6.8 billion dollars of surplus property to local governments, business, industry, and non-profit corporations;

THEREFORE, BE IT RESOLVED, that the Human Rights Commission supports the members of the Indian Community of Bridgeport, California in their desire to acquire available Bureau of Land Management lands south of Bridgeport for a homesite and Indian Reservation.

SM/gm

Resolution No. 17-72
Adopted by HRC 11/9/72

20-72
F
HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of November 30, 1972

* * * * *
* NEXT MEETING: December 14, 1972 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
* * * * *

DOCUMENTS

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PUBLIC LIBRARY

NOTE: The December 28 meeting has been cancelled.

NOTE: See under Calendar Matters section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: Leonard Kingsley (presiding), Very Rev. C. Julian Bartlett, Rev. George Bedford, Rabbi Alvin I. Fine, Joseph Garcia, Sister Mary Bernadette Giles, Louis Heilbron, Ms. Mattie Jackson, Earl Livermore, Rev. Victor L. Medearis, Earl Raab, Louis Simon

Excused: Curtis McClain

Staff

Present: William Becker, Director, Ms. Joan Barr, Jack Casford, Carlos Duque, Shone Martinez, Wayne Redus, Ms. Gail Roberts, Herb Spiro, Ms. Edith Witt

Pledge of Allegiance

Minutes of November 9, 1972 approved. Commissioners Heilbron and Kingsley expressed praise to Jack Casford for the preparation of the Minutes.

COMMUNICATIONS

- From U.S. Senator Alan Cranston, expressing pleasure at the funding by the U.S. Department of Housing and Urban Development for the Sacramento/Stockton (Chinatown) housing site, for which he lent support.
- From Ms. Helen Pitre, Intake and Referral Specialist, Neighborhood Service System, Economic Opportunity Council, thanks for the HRC's Directory of Training Programs, which she credited directly with helping make it possible to place 17 apprentices.
- From Joseph C. Gavin, Purchaser of Supplies, City Purchasing Department, accordance with a statement of working relationships (re: implementation of the Nondiscrimination Ordinance with suppliers dealt with by the Purchasing Department) sent him by Wayne Redus, HRC Coordinator of Employment.
- From Robert W. Karpe, Office of the Commissioner, California Department of Real Estate, to Ms. Edith Witt, responding to questions she addressed to him regarding implementation of his policy on discrimination. Mr. Karpe stated that questions on Fair Housing laws and discrimination are asked in all examinations for real estate licenses, and that discrimination complaints are sent to the State Fair Employment Practice Commission, the U.S. Department of Housing and Urban Development, and are investigated by Mr. Karpe's regulatory staff to determine if the Real Estate Law has been violated.

COMMITTEES

HOUSING AND URBAN DEVELOPMENT Louis Heilbron, Chairman

- AB 1687

This bill, which would permit local governments in California to establish and implement fair housing programs, was passed by the State Assembly, and on November 29 received favorable action (by a 6 to 1 vote) from the Senate Local Government Committee and went to the floor of the Senate. Richard Arnold, Housing Assistant at the HRC, appeared on behalf of the bill in Sacramento.

- Civil Rights Aspect of Federally-Assisted Projects

The Executive Office of the President, through the Office of Management and Budget, has recently issued revised regulations regarding evaluation review, and coordination of Federal and Federally-assisted programs and projects. Regional organizations have been asked to review projects for environmental impact and for the relationship the projects would have in regional planning. For the first time, however, a new element has been added. Commissioner Heilbron read the new proviso: "providing public agencies charged with enforcing state and local civil rights laws with opportunity to review and comment on the civil rights aspect of the project for which assistance is sought." The Association of Bay Area Governments has asked the HRC if it would undertake to provide the input for San Francisco. The HRC is now investigating what this would entail. It is not yet known what this role could mean to the HRC in the matter of needed staff additions. The development, however, is considered very significant in potential, said Commissioner Heilbron. The Committee meeting will be held December 4 to hear a report on the types of projects which ABAG might be interested in the HRC's reviewing. A report will be made later on the scope of this development.

Commissioner Heilbron responded to a question from Commissioner Fine by stating that ABAG has also discussed possible review participation with other human relations commissions in the Bay Area.

EMPLOYMENT

The Very Rev. C. Julian Bartlett, Chairman

- Department Store and Christmas Jobs: Interim Report - Marie Davis

Ms. Davis, the Civil Service Recruitment Project Coordinator for the HRC, has been coordinating the sixth annual HRC/Retailers' Community Relations Group Christmas jobs program for minority youth.

This year, Community Liaison Workers on the HRC staff recruited the applicants (between 16 and 22 years of age) for this program from community organizations. The applicants are primarily from the ranks of high school dropouts or high school graduates who are disadvantaged and unemployed. During the first two weeks of November, the HRC staff screened applicants at the HRC offices and referred them to the retail stores (of the eleven total members of the Retailers' Community Relations Group, only seven eventually made job commitments to the project) for formal job interviews. Of 113 job slots committed by the stores, only about half were filled from the approximately 250 applicants referred by the HRC. Among the reasons for the failure of the stores to hire were: age limitations, lack of experience, and status as high school dropouts. The positions sought were as stock clerks, gift wrappers, and sales clerks, jobs for which the HRC had felt substantial work experience was not required according to the original commitments of the stores.

Because of the high rate of placement turndowns, the HRC people met again with the Retailers' Group. As a result, 26 additional job slots were committed, but there were no changes in age and other job requirements.

1. The first part of the report is a general introduction to the subject of the study. It discusses the importance of the problem and the objectives of the research. It also mentions the scope of the study and the methods used.

2. The second part of the report is a detailed description of the experimental setup. It includes a list of the materials and equipment used, and a description of the procedures followed. It also includes a description of the data collection and analysis methods.

3. The third part of the report is a discussion of the results of the study. It compares the results with the theoretical predictions and with the results of previous studies. It also discusses the limitations of the study and the implications of the findings.

4. The fourth part of the report is a conclusion. It summarizes the main findings of the study and provides some suggestions for further research.

5. The fifth part of the report is a list of references. It includes a list of the books, articles, and other sources used in the study.

6. The sixth part of the report is a list of figures. It includes a list of the figures and tables used in the study.

7. The seventh part of the report is a list of appendices. It includes a list of the appendices used in the study.

8. The eighth part of the report is a list of symbols. It includes a list of the symbols used in the study.

9. The ninth part of the report is a list of abbreviations. It includes a list of the abbreviations used in the study.

10. The tenth part of the report is a list of footnotes. It includes a list of the footnotes used in the study.

Ms. Davis did commend the Retailers' Group for its record over the past few years of cooperating with efforts such as the Christmas jobs program to help provide entry-level job experience for minority young people, especially high school dropouts.

Mr. Lloyd Pflueger, Chairman of the Retailers' Group, was introduced. He stated that part of the problem with the program has been what he termed the "unhappy experience" of employers with employees of this program in the past. The group is now asking each participating store to submit a critique after the season, to identify problems and seek to find remedies for them. A report will be made to the HRC in January. The stores do hire other help at Christmas, said Mr. Pflueger, and a report on these hirings, showing minority participation, will also be made to the HRC.

The 113 job commitments this season compares with 107 hires (in the HRC-coordinated program) last year, said Mr. Pflueger. In response to a question from Commissioner Raab, he said he did not know the total Christmas hires that would be made by the stores, but that about 50 percent of the 113 jobs committed were "hand-out" jobs, to help the program along.

Commissioner Bartlett commented on continuing HRC concern with the slackening off of the rate of increase of minority hiring with the retail stores. Despite the stores' cooperation in the past several years in recruiting and hiring more minorities for retail positions, of late the rate of minority entry has dropped, leaving their representation far below the proportionate (42.8%) minority segment of the total City population.

Asked about the orientation/training segment of the Christmas jobs program that was carried on for the minority young people by the School District in the past, Mr. Pflueger said it was discontinued this year because: 1) It was felt that the stores and the HRC staff could perform this function and 2) Many stores, in fact, asked that the orientation not be held partially in the belief that it gave false hopes of hiring to its student participants. He did say that he personally felt this kind of orientation was most helpful to prospective job applicants, especially since stores can draw up what kinds of entry-level skills they want.

Commissioner Raab asked Mr. Pflueger, in the course of a discussion on why the store employers were "unhappy" with their experiences last year with Christmas hires, if the program were not designed to try to bring high school dropouts, in a special effort, to work experience with the understanding that the stores would accept a special responsibility towards making this opportunity available. Thus, he said, either the stores or the schools have to add something to the abilities and training for these young people. Mr. Pflueger said he felt that the orientation might have to be re-instated. He expressed pleasure at working with the HRC staff.

- City Attorney's Opinion on the Application of the Nondiscrimination Ordinance to Pacific Telephone and Telegraph Company

The HRC some weeks ago received a complaint from a member of the homosexual community that he had been unable to obtain employment at Pacific Telephone because of his self-professed homosexual orientation. Meetings were held with the utility's attorneys, who held that the City's Nondiscrimination Ordinance (expanded in April to forbid discrimination in employment because of sexual orientation) with regard to City contractors did not apply to Pacific Telephone. The utility stated that it did, in fact, have a long-standing, if unwritten, policy not to hire homosexuals. They took the position also that, being a regulated, monopolistic, public utility, they were "involuntary contractors" to the City, operating under an agreement with the City to provide services but not subject to conditions with which they did not agree as a matter of policy.

The City Attorney's opinion was sought to clarify this legal point. That opinion, dated October 10, 1972, in effect upholds the company's position, i.e. that the HRC does not have the power to implement the City's Nondiscrimination Ordinance with application to the Pacific Telephone and Telegraph Company. The opinion states that at the present time there are no contracts in force between the City and Pacific Telephone, and that the nondiscriminatory provisions may not be enforced unless they are incorporated in a binding contract or franchise. Citing the Civil Code Section 1565; 12 Cal. Jur. 2d Contracts, Section 11, page 200, that consent of parties to a contract must be based on willingness, the City Attorney held that, "it is apparent that a party is free to enter into, or refuse to enter into, an agreement with another party."

Commissioner Bartlett stated that the HRC hoped to bring G.T. Hansen, Personnel Director of Pacific Telephone, together with representatives of the homophile community to explain its position in full.

POLICE LIAISON

Curtis McClain, Chairman

- Committee Report - Commissioner Raab

In keeping with the HRC's traditional interest in the establishment of community organizations in various City neighborhoods, Commissioner Raab read in full a proposed Resolution in Support of "Communities of the Outer Mission Organization (C.O.M.O.)". Representatives of this forming group have met with the Police Liaison Committee.

Speaking on behalf of C.O.M.O. and seeking HRC endorsement were: T. Arthur Tapia, a member of the Police Department's Community Relations Unit and Father Howard Rasmussen, of St. Elizabeth's Church.

Introduced by Ms. Marie L. Famme, a Health Educator at District Health Center #3, were Rev. Juan Garcia, Portola Baptist Church; Carlos Duque, HRC; Ms. Eileen Murphy, Corpus Christi Mothers Club; and Perrie Bennette, St. Elizabeth's School.

C.O.M.O. will act as an advocate for the residents within its boundaries (the neighborhoods of Bernal Heights, Portola, Excelsior, the Outer Mission, Cayuga Park, Crocker-Amazon, and St. Mary's Park).

Organization work began in September of 1972, and bylaws have been adopted and a proposed budget drawn up (an annual budget of \$50,000 for three years). Funding is being sought.

Commissioner Livermore suggested that the Indian Baptist Church on Geneva Avenue be contacted for participation from the Native American community in that area.

It was

*****m/s/c that the HRC adopt the Resolution in Support of "Communities of the Outer Mission Organization (C.O.M.O.)". A full copy of this Resolution is attached to these Minutes.

- Police Minority Recruitment Program

Assistant Inspector Leonard Beckum has reported to the Committee that the Police Department program has a group of candidates from the Hunters Point area beginning to go through training. Preliminary physical and medical tests have been administered to these trainees and the Inspector feels that they have good prospects for passing the written tests. This could make a sizeable increase in the minority employment of the Police Department.

- Assistance to Ex-Prisoners

A number of organizations in the City have been working in providing services to people returning to society from prisons. The Committee is

working with the Mayor's Criminal Justice Council to set up some kind of coordinating structure to see in what areas the existing organizations cannot provide the needed programs.

- Commissioner Kingsley asked Officer Tapia about the Officers for Justice minority recruitment program. This program was recently funded by the California Council on Criminal Justice and will be beginning in January of 1973.

YOUTH AND EDUCATION

Rabbi Alvin I. Fine and Sister Mary Bernadette Giles, Co-Chairmen

- Status of Legislation

The listing, compiled by Ms. Gail Roberts, gives the status of bills on the State level pertaining to education which the HRC has previously endorsed, opposed, or which are in the "watch" status. It was pointed out that bills relating to bilingual programs have either been re-referred to committee or vetoed (SB 944--which sought to establish the Bilingual-Bicultural Education Act) by the Governor.

- Media Project Report - Ms. Joan Barr

The U.S. Department of Health, Education and Welfare, under which the funding (under the Emergency School Assistance Program-ESAP) is provided for this project, held a meeting recently for interested school districts and community organizations. The meeting was to discuss possibilities for funding for next year. The ESAP program ends January 31. A new program, under the Emergency School Aid Act, will run from July 1, 1973 to July 1, 1974. Proposals for this program funding can be submitted March 5 or May 2, 1973. This would mean a hiatus in the Media Program of five months. There is a remote chance, said Ms. Barr, for early funding to cover that five months. Ms. Barr requested authorization to submit this proposal by December 26. The Media Project seeks to continue its work in providing information about educational activities in the City, particularly in light of the changes that will follow implementation of the Field Act (requiring that all school buildings be brought up to earthquake-proof condition) which will mean the closing of more than 13 School District schools and transfer of many children to other facilities. The Media Program, through its newsletter FYI, seeks to help keep the public informed about these changes. A 12-person, multi-ethnic advisory committee is required for writing this proposal. Three each from the Spanish-speaking, Oriental, White, and Black communities will serve. Ms. Barr read the names of the persons who have agreed to serve on this committee. They are parents, teachers, and community people. The Media Project seeks to report in a balanced, factual way what is happening in the schools, such as new programs, alternative education, programs in other cities, etc.

Ms. Barr stated there was a general climate at the HEW meeting of pessimism about the prospects for Federal funding policies in the next year. The Media Project re-funding request would be approximately \$40,000, or a figure of \$15,000 to \$20,000 to cover the interim five months before the July 1, 1973 program begins.

It was

*****m/s/c that the HRC authorize staff to prepare and submit a proposal to provide and disseminate educational information to reduce cultural isolation for early funding under the Emergency School Aid Act to be submitted by December 26, 1972 for the period January 31, 1973 to July 1, 1973.

*****At this point in the meeting Commissioner Giles left to take a telephone call.

Commissioner Jackson noted that at a recent meeting of Zone Council #7, with parents from Sanchez, Dudley Stone and Grattan Schools present, many of the parents attending had copies of the Media newsletter FYI. Ten thousand copies of this publication are distributed.

- Request to Serve as Cooperative Agency for Project Teen Concern: An Educational Program to Prevent Venereal Disease and Premature Parenthood

The HRC has been asked by Planned Parenthood/World Population, Alameda-San Francisco to be a cooperating agency in this program. The program is funded by a two-year Federal HEW grant for \$134,363. The program will serve San Francisco junior high school students, teachers, counselors, and parents. Training programs will be held in instructing and counseling pupils in making responsible decisions in preventing venereal disease and too early parenthood; 264 teachers and counselors will participate in six training sessions, and 220 parents in five sessions. Approximately 1,500 students also will be involved. Other cooperating agencies include the San Francisco Second District California Congress of Parents and Teachers, San Francisco Public Health Department, and California State University at Hayward. The San Francisco Board of Education is formally supporting the program.

Project Teen Concern should be very helpful and supportive to the HRC program to Combat the Spread of Venereal Disease Among Adolescents. The HRC's Health Educator is serving on the advisory committee for Planned Parenthood's Program.

It was

*****m/s/c that the HRC serve as a cooperative agency in Project Teen Concern.

- Affirmative Action in School Personnel Policy

The HRC, on June 22, 1972, adopted a document "Principles for Affirmative Action in Public School Employment". In summary it set up certain principles and specific steps the HRC regarded to be an effective and workable affirmative action program avoiding the use of quotas, benign or otherwise. On October 31, 1972, a United States District Court rules against a resolution of the San Francisco Board of Education with regard to the selection of administrators.

Commissioner Fine then read in full a statement analyzing this ruling, and concluding that the HRC re-emphasizes the importance of an affirmative action program as indicated in its June 22, 1972 statement, and urging the Board of Education and the Board of the Community College District to reaffirm their own commitments to continue to implement an affirmative action program for both administrators and teachers. The full copy of the statement read at this meeting is attached to these Minutes.

It was

*****m/s/c that the HRC adopt this statement.

*****Commissioner Giles returned to the meeting in time to vote on this action.

- Statement on Board of Education Procedures Governing Community Dialogue

The background of this issue was outlined in material provided in the Commissioners' meeting packets. The subject was brought to the attention of the Youth and Education Committee by one of its members.

The San Francisco Board of Education adopted a committee structure to facilitate its thorough study of the issues before it. The intent is certainly commendable. The Bylaws Committee of the Board meets Wednesday, December 13 at 9:00 a.m. in the Board meeting room to finalize procedures governing speaking before the Board. The recommendation being considered by the Bylaws Committee is that no public discussion of issues before the Board of Education be permitted and that such discussion take place at Committee meetings. The rationale is that the informal setting of Committee meetings facilitates open and full discussion of the issues and that the more highly structured and restrictive formal Board of Education meetings limits dialogue.

The Human Rights Commission is concerned that, in practice, the plan established to facilitate community dialogue will, in fact, severely limit it. The frequency and length of Committee meetings, in some weeks meetings every night Monday through Thursday and one or two meetings during the day, makes it almost impossible for individuals and community groups to attend the myriad of meetings. The frequency of meetings must also be telling on Commissioners of the Board of Education. In addition, much of the community is unaware of when committees meet and which committees handle which issues.

It was

*****m/s/c that the HRC urge the San Francisco Board of Education to retain flexibility so that the community may continue to participate at various stages of consideration, and to encourage community dialogue, rather than stifle it.

- Media Project Advisory Committee Makeup

Concern was voiced about the lack of Native American representation on the E.S.A.A. advisory committee. It was reported by Ms. Roberts that the federal guidelines for minority representation are specific, i.e. that equal numbers from specific ethnic groups be represented and that that group must have 5% or greater representation in the student population. It was noted that Native Americans are fully participant in the Youth and Education Committee.

DIRECTOR'S REMARKS

- San Francisco Foundation Grant for Citizens' Complaints Proposal

The HRC some months ago received funding from the Foundation for a pilot program establishing an ombudsman to handle citizens' complaints. The Finance Committee of the Board of Supervisors denied the HRC permission to accept this grant on the grounds that handling these complaints is the responsibility of the Mayor's Office. The Foundation has written the HRC outlining its concerns on what it would demand on any funding that might involve a joint approach by the HRC and the Mayor's Office. The Foundation required a response by November 30. The Mayor's Office, as a result of the personal interest of the Mayor, on November 29 wrote confirming its interest in working out a joint approach. This information was conveyed to the San Francisco Foundation, and the project is still being considered.

- Director Becker stated that staff welcomes the Commissioners' suggestions for activities in which they want to be more involved.

CALENDAR MATTERS

- The next HRC Meeting, the only one in December, will be December 14.

- Youth and Education

Next Meeting: Wednesday, January 17, 3:30 p.m.
Cathedral House Library, Grace Cathedral
1051 Taylor Street

Employment

Next Meeting: Thursday, December 21, 9:30 a.m.
Cathedral House Library, Grace Cathedral
1051 Taylor Street

Police Liaison

Next Meeting: Monday, December 11, 4:30 p.m.
Human Rights Commission Office
1095 Market Street, Room 509

1870

Housing and Urban Development

Next Meeting: Tuesday, December 5, 12:30 p.m.
Human Rights Commission Office
1095 Market Street, Room 509

Native American Advisory

Next Meeting: Tuesday, December , 5:00 p.m.
Human Rights Commission Office
1095 Market Street, Room 509

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully submitted,

William Becker
via Jack Casford

- Attachments: 1) Resolution in Support of "Communities of the Outer Mission Organization (C.O.M.O.)" (Res. 18-72)
- 2) HRC Statement Re: Ruling of U.S. District Court on 10/31/72
Relative to S.F. Board of Education on Hiring Policy

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CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO

1095 MARKET STREET
SUITE 501
SAN FRANCISCO, CALIFORNIA 94103
TELEPHONE 558-4901

RESOLUTION IN SUPPORT OF "COMMUNITIES OF THE
OUTER MISSION ORGANIZATION (C.O.M.O.)"

WHEREAS, C.O.M.O. is making an effort to develop a strong responsible community interested citizens and organizations in the Bernal Heights, Cayuga Park, Crocker-Amazon, Excelsior, Outer Mission, Portola and St. Mary's Park districts of San Francisco; and

WHEREAS, the purpose of this "Community Organization" would be to present a united and responsible voice for preservation and progress in all aspects of that community life. The problems of communities like San Francisco, within large cities in the United States are many--crime, drugs, unemployment, real estate speculation, vandalism, not enough recreational programs, trouble in the schools, and so on. Those communities that have a strong organized voice demanding cures to these problems are being listened to and are getting action. C O.M.O. will assure that its district's needs are given attention; and

WHEREAS, a responsible Board is now being formed, representing a substantial cross-section of our areas. Also C.O.M.O. by bringing people together around common problems, will be of benefit to all members of the community; and

WHEREAS, C.O.M.O. intends to unite all elements within its boundaries in an organization which will provide a structure through which people can define and act upon their common problems. The organization will act as an advocate for the residents within its boundaries and it will exert influence to achieve solutions to these problems;

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Resolution Re: C.O.M.O.

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THEREFORE, BE IT RESOLVED, That the Human Rights Commission encourage C.O.M.O. to organize its part of the City and authorizes Human Rights Commission staff to assist C.O.M.O. in any appropriate way within the limits of staff time and size.

The Human Rights Commission further instructs staff to examine specific C.O.M.O. projects to see in what ways further help on these projects can be made effective.

Resolution 18-72
Adopted by HRC 11/30/72

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and the fact that the $\mathcal{H}^1$ -norm of $\mathbf{u}$ is bounded by $\|\mathbf{u}\|_{\mathcal{H}^1} \leq C\|\mathbf{f}\|_{\mathcal{H}^1}$ (see [10, 11]).

1. 1990. *Journal of the American Medical Association* 264: 1033-1037.

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Journal of Interpersonal Violence

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO
1095 Market Street, Suite 501
San Francisco, California 94103
Telephone 558-4901

HRC STATEMENT RE: RULING OF US DISTRICT COURT ON 10-31-72
RELATIVE TO SF BOARD OF EDUCATION ON HIRING POLICY

On October 31, 1972, a United States District Court ruled that Resolution 112-16A7, passed by the San Francisco Board of Education on December 16, 1971, was invalid insofar as it was, in the words of the Court, discriminatory on the basis of race and national origin. The specific reference was that section of the Resolution which required administrators to be hired on the basis of race and national origin according to a given percentage, which the Court found would be exclusionary.

Without commenting on all of the Court's legal findings, the Human Rights Commission would like to point out that these findings do not invalidate an affirmative action program with respect to administrators or any other school personnel. As a matter of fact, the findings seem to corroborate the validity of an affirmative action program.

In one section, the Court refers to the fact that racial classifications such as employed by the Board resolution in question--that is, classifications based on rigid percentage requirements--"have been allowed by the courts...to correct past discriminatory practices." The reference presumably is to the court ruling in Minneapolis that the Fire Department had to hire a certain percentage of black firemen automatically because that department had not implemented an affirmative action program.

In a later section, the heart of the finding, the Court pointed out that prior to the adoption of Resolution 112-16A7, on December 16, 1971, the defendant District and the defendant Board of Education vigorously and in good faith undertook programs to increase the number and percentage of minority persons promoted to administrative positions. Here the Court is referring to affirmative action programs. The Court listed them, including special training and internship programs for minority personnel; a nationwide recruiting program to find minority personnel; the modification of standards and requirements for the appointment of administrators in order to assist minority persons to attain administrative positions--including the reduction of experience requirements, the provision for special credentials, etc; and the revision of the appointment process by appointing to interviewing panels both student and community representatives who were themselves members of minority groups.

The Court further pointed out that this affirmative action program seemed to have borne fruit, since 79 per cent of the administrative appointments made during the academic year preceding the Board Resolution in question consisted of minority personnel.

In brief, the Court was saying that mandated percentage quotas were not admissible because there had been a genuine affirmative action program which seemed to be working. It is clear, then, that the importance of an aggressive affirmative action program was emphasized by the Court.

Therefore, the HRC would itself like to re-emphasize the importance of such an affirmative action program, as indicated in its statement of June 22, 1972. Further, the HRC urges the Board of Education and the Board of the Community College District at this time to reaffirm their own commitments to continue to implement an affirmative action program for both administrators and teachers.

Adopted by the HRC 11/30/72

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HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of Meeting of December 14, 1972

* * * * *
* NEXT MEETING: January 11, 1973 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
* * * * *

NOTE: The December 28, meeting has been cancelled.

NOTE: See under Calendar Matters section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: Leonard Kingsley (presiding), Very Rev. C. Julian Bartlett, Rabbi Alvin I. Fine, Joseph Garcia, Sister Mary Bernadette Giles, Ms. Mattie Jackson, Earl Livermore, Rev. Victor L. Medearis, Louis Simon

Excused: Rev. George Redford, Louis Heilbron, Curtis Mc Clain, Earl Raab

Staff

Present: William Becker, Director, Francisco Aviles, Ms. Joan Barr, Jack Casford, Mario Evangelista, Ms. Rosina Lettre, Stanley Lim, Wayne Redus, Ms. Gail Roberts, Herb Spiro, Ms. Renee Thompson, Ed Vurek

Pledge of Allegiance

Minutes of November 30, 1972 approved.

COMMUNICATIONS

- From Dean Macris, Director, Office of Community Development, a copy of a letter from the U.S. Department of Housing and Urban Development recertifying the City's Workable Program. In the Attachment to this letter under I. Equal Opportunity, citing the Workable Program application stating that "the Mayor will request the HRC to work with appropriate City agencies, the Fair Housing Coalition and others in developing a draft ordinance on affirmative action in housing consistent with State and Federal laws," the HUD letter states that it expects "the City to take significant steps during the next recertification period towards increasing housing opportunities for minority families in the City's existing housing stock."
- From Eugene S. Hopp, M.D., member of the Board of Education, responding to the HRC's position (on a proposed Board Bylaws Committee plan governing speaking before the Board) that the plan in practice would severely limit community dialogue.

Dr. Hopp's letter stated that the HRC had been misinformed about the contemplated procedure of the By-Laws Committee of the Board, and that "...many people feel it is much more possible for them to communicate with the Board and its members through the Committee structure than it ever(y) was before." The letter was referred to the Youth and Education Committee.

- To Supervisor Peter Tamaras, Board of Supervisors, a letter signed jointly by Commissioners Fine and Giles, Co-chairmen of the Youth and Education Committee, urging rejection of a proposed resolution before the State and National Affairs Committee that would call for State legislation to rescind Sections 5002 and 5003 of the Education Code. The point at issue was the passage of Proposition 21 in the last General Election, the so-called "anti-busing" measure. The HRC pointed out that (1) A majority of

San Franciscans opposed Proposition 21, and (2) It was advisable, given the several legal challenges to the Proposition outstanding, to await the outcome of those cases before initiating changes in legislation.

- From Paul Yuke, Business Manager, Recreation and Park Department, informing the HRC that it will be notified of all proposed contracts, including leases, at a time prior to their submission to the Recreation and Park Commission.
- From U.S. Representative William S. Mailliard's Assistant, Lucinda S. Eymann, responding to the HRC's written concerns about extension of the Emergency Employment Act, and stating it was too soon to predict what legislation would be introduced in the 93rd Congress concerning this matter.
- From U.S. Representative Robert L. Leggett, 4th District, California, responding to the same concern as Mr. Mailliard's office, and suggesting that the community wage an active lobbying effort (for extension of the EEA legislation, vetoed by President Nixon) from San Francisco.
- From Frank Pepper, Assistant Professor, School of Education, California State University, San Francisco, commending staff members Francisco Aviles and Wayne Redus for describing the work of the HRC and Jobs for Latins in Action to a graduate class on two occasions.
- From Arthur Fine, San Francisco Metropolitan Director, National Alliance of Businessmen, JOBS, thanks to Director Becker for providing a briefing for a recent NAB group.
- From Thomas E. Rickert, Coordinator, SPEAK (Sunset-Parkside Education and Action Committee), commending the Media Program newsletter FYI for its coverage of SPEAK's report on the strengths and weaknesses of the Zone Councils, and stating, in part, "Frankly, the clearly written items in FYI are just about our best source of objective coverage of public school news -- it seems to really come across in our own area." Director Becker noted that this was one of many letters received by the Media Program commending FYI.
- From Allan B. Jacobs, Director of Planning, Department of City Planning, a copy of a letter to him from Thomas M. O'Connor, City Attorney, relating to Conduct and Notice of Committee Meetings Under Charter Section 3.500 as Amended. This refers to Proposition E on the November 7 ballot, as a result of which meetings of committees appointed by boards or commissions of the City and County, whether composed of more or less of a majority of all the members of the board or commission, must be open and public unless it is a permissible executive session. The City Attorney wrote, "Meetings of committees consisting of more than a majority of the membership of the parent board or commission must be held in conformity with the notice requirements of the Brown Act and Section 16.5 of the Administrative Code." Director Becker announced that the HRC is conforming to the changes in these rules affecting notice of meetings. A copy of this communication was requested by Commissioner Bartlett.

COMMITTEES

YOUTH AND EDUCATION

Rabbi Alvin I. Fine and Sister Mary Bernadette Giles, Co-Chairmen

- Native American Indian Education Proposal Status Report: Grandvel Jackson, Supervisor, Community Relations, San Francisco Unified School District, and Dr. Fern Kelly, Supervisor, Inservice Education, SFUSD.

Mr. Jackson, formerly Coordinator, Community Organization, for the HRC, expressed his pleasure to be speaking before the HRC again.

The HRC previously had endorsed a program for Native American education in the School District. This proposal was the work of the Affirmative Image Committee, headed by Sam Eaglestaff, president of the American Indian Center, and called for, among other steps, inservice courses on Native American Indian studies, affirmative action in employing qualified Native American Indian teachers; efforts to identify Native American Indian pupils

in the public schools; and development of curriculum and approved supplementals relating to Native Americans.

Mr. Jackson stressed the importance that the School District places on developing staff awareness of the need to understand in depth the cultural differences of all students. There has been a lack of Native American input in this regard, though most other ethnic sectors have been covered, he said.

Ms. Betty Turner, a teacher at Francisco Junior High School, has devised a program for a Native American workshop series which will begin January 20. The six sessions of workshops, District-wide, will be primarily for social science teachers and some parents. Participation will be voluntary; it is not required. The history, culture, and contemporary problems of Native Americans will be covered in presentations by speakers from the Native American community, aided by audio-visual materials. The District will use the materials and the expertise of the workshop speakers, he said, as guides in programs such as they have for Blacks, Latin Americans, Chinese, Japanese, Chicanos, Filipinos, and Samoans.

Mr. Jackson was asked by Commissioner Bartlett why teachers in the District were not required to participate in the Native American workshops, and he answered that "There is no regulation, Board policy or State law that can force a teacher (one who has a credential) to take a course he or she does not want to take."

Mr. Jackson stated that the State Education code, Sections 133.45 to 133.49, has been amended to require school districts by 1974 to provide an opportunity for all teachers to participate in ethnicity or intergroup cultural instruction on all ethnic groups whose proportion is 25% or more of a given district's area. He said this was the nearest thing to a mandatory act ever adopted by the State Legislature. Pending, he said, is a proposal of the Community Relations Office to the San Francisco Board of Education which has been negotiated with teacher organizations and civil rights groups, including the HRC, stating that two of the six required units over a three-year period must be in the field of intergroup education. The basic course in intergroup education is now being developed.

Commissioner Livermore pointed out that many textbooks now in use in the School District contribute to the (cultural) isolation of the students. He stressed that it was this fact, with its attendant omissions, distortions, and misinformation about the role of ethnic minorities in American history, that the workshops, the first in the history of the City on Native Americans, were trying to address. He stressed that the Native American community intended to continue its push for adoption of supplementary materials for use in the schools. He emphasized also that the workshops were the idea of the Affirmative Image Committee, headed by Sam Eaglestaff, president of the American Indian Center. He stated the concern as well of the Native American community about attendance by teachers in the workshops.

Dr. Fern Kelly, Supervisor, Inservice Education, SFUSD, described briefly the intergroup education program in the District, including curriculum difficulties in, for example, bilingual and English as a Second Language work. A production workshop was held two years ago in the Native American area. Materials have been put together in what she called the majority/minority groups in San Francisco. Education centers operate in the Mission, in Chinatown, and for the Filipino community. The Native American workshops under discussion, she said, will be "entry-level" information for participants, and they will be video-taped. Dr. Kelly announced some of the topics that will be discussed, such as the evolution of Native Americans, Indian children in urban schools, etc. The workshops will be in the **Board** Room of the School District at 135 Van Ness, and will comprise 32 hours of presentations, for two units of credit.

A human relations inservice course for teachers is scheduled for April 11, 1973. This course, which can be taken for increment credit, will be held from 12:30 p.m. to 3:30 p.m. in conjunction with a minimum instructional day. The intention is to offer a program which is co-sponsored by a number of groups, including the Board of Education, the SF Classroom Teachers Association and the HRC.

It was

*****m/s/c that the HRC serve as a co-sponsor of a human relations inservice course for teachers and that staff be directed to assist in the planning and implementation of this course.

It was announced that Ms. Gail Roberts of the HRC staff has been working on a steering committee with the San Francisco Chapter of the Classroom Teachers Association for this course.

Commissioner Livermore expressed thanks to Mr. Jackson and Dr. Kelly for their work in the Native American workshop series.

- Emergency School Aid Act Proposal - Commissioner Giles

This is a followup of HRC action at its November 30 meeting, authorizing staff to prepare and submit a proposal (to be submitted by December 26, 1972) to provide and disseminate educational information to reduce cultural isolation for early funding under the Emergency School Aid Act for the period January 31, 1973 to July 11, 1974. In order to conform to regulations for submitting a proposal (to the U.S. Department of Health, Education, and Welfare, Office of Education), there must be a public presentation of it. Copies in full of the proposal including the completed Application to HEW, with an attached Proposed Budget Detail, Legal Notice, list of members of its Advisory Committee, and description of the project, were provided members of the HRC and the press at this meeting. Press and audience were given time to ask questions about the proposal. There were none.

The School District authorized a letter of intent submitted to qualify for Emergency School Aid Act funds at its December 12, 1972 meeting. This resolution was amended by the Superintendent to include submittal for the December 26, 1972 batch. This amended resolution was passed unanimously. This district is one of three districts in the State of California which are applying for the December 26 batch, at which time 30% of the funds will be allocated. It was felt that San Francisco's best chance of funding was this first batch.. The Chronicle reporter announced that the deadline, for local educational agencies, had been extended from December 26, 1972 to mid-January, 1973.

The Human Rights Commission is applying for ESAA funds for the December 26, 1972 batch under the provisions for nonprofit groups. Copies of the proposal were given to the District 15 days prior to submittal and copies are being sent now to the twelve member Advisory Committee. Copies will also be in file at the HRC, the School District, and the Public Library for inspection by interested persons.

Some changes will be made in the proposal prior to submittal. For example, sections pertaining to the District's submitting must be changed from "no" to "yes". Feedback on the proposal is solicited. Comments should be sent directly to Gail Roberts of the HRC staff as soon as possible.

- Commissioner Fine introduced Johnny Brown, the new Youth Organization Representative, who is joining the HRC staff, succeeding Booker Neal. The official welcome of the HRC was extended to Mr. Brown.

EMPLOYMENT

The Very Rev. C. Julian Bartlett, Chairman

- Jobs in Action for Latin Americans - Francisco Aviles, Project Coordinator

This project funding was announced by the U.S. Department of Labor in June, 1972, when \$50,000 was provided the HRC for a small staff to work with the Civic Center Forum (a group of Spanish-American government professionals) to recruit Spanish-Americans for work in Federal, State and City-level civil service positions. The project was conceived as the means for helping correct the inequity of proportional employment of Spanish-Americans, who have been, as an identifiable minority, the most underrepresented group in jobs at all levels of government.

Mr. Aviles' report on the project, known by the acronym JALA, covered its implementation, current status and statistics, and future goals and projects. His staff, Ms. Rosina Lettre, and Mario Evangelista, joined the work in August.

Since the work is specifically with civil service, staff has made accommodations for Government Service ratings in Federal government, which meant preparation of materials and internal procedures for applicants interested in the following entry levels: GS 1-4, the Federal Service Entrance Examinations levels, mid-level, and senior-level positions.

A poster will be distributed strategically throughout the Bay Area, on college campuses, at civil service agencies, in the Mission District with its high concentration of Spanish-Americans, and to Civic Center Forum members and others. To increase youthful participation as potential candidates, staff is visiting school campuses in the Bay Area. These include junior colleges, State colleges, universities, private institutions, and high schools. Schools with sizeable enrollments of Spanish-Americans are where special attention will be given.

Some current statistics on the JALA program are:

As of November 24, 1972, 520 Spanish-American persons have contacted the staff to obtain information regarding employment in civil service, 333 by telephone. Others have either written, visited the offices or sent resumes. 393 persons have submitted information regarding their employment and educational background. The breakdown is as follows:

1. San Francisco Bay Area residents:

- a. 47 have received their Federal rating. 33 are males and 14 are females; 21 have college degrees, five have masters degrees, one has a PhD; 13 are veterans, of whom 5 are Vietnam veterans.
- b. 172 have not received their Federal rating. 120 are males and 52 are females; 50 have college degrees, 22 have masters' degrees; 46 are veterans, of whom 24 are Vietnam veterans.

2. California residents:

- a. 18 have received their Federal rating. 16 are males and 2 are females; 8 have college degrees, one has a master's degree; 13 are veterans, of whom 4 are Vietnam veterans.
- b. 10 have not received their Federal rating. 6 are males and 4 are females; 2 have college degrees, three have masters' degrees; 3 are veterans, of whom 2 are Vietnam veterans.

3. Out-of-State residents:

- a. 30 have received their Federal rating. 27 are males and 3 are females; 18 have college degrees, 3 have masters' degrees, one has a PhD.
- b. 40 have not received their Federal rating. 35 are males and 5 are females; 15 have college degrees, 11 have masters' degrees, two have PhD's.

4. Non Citizens:

34 are not U.S. citizens. 19 are males and 15 are females; 4 have college degrees and 2 have masters' degrees.

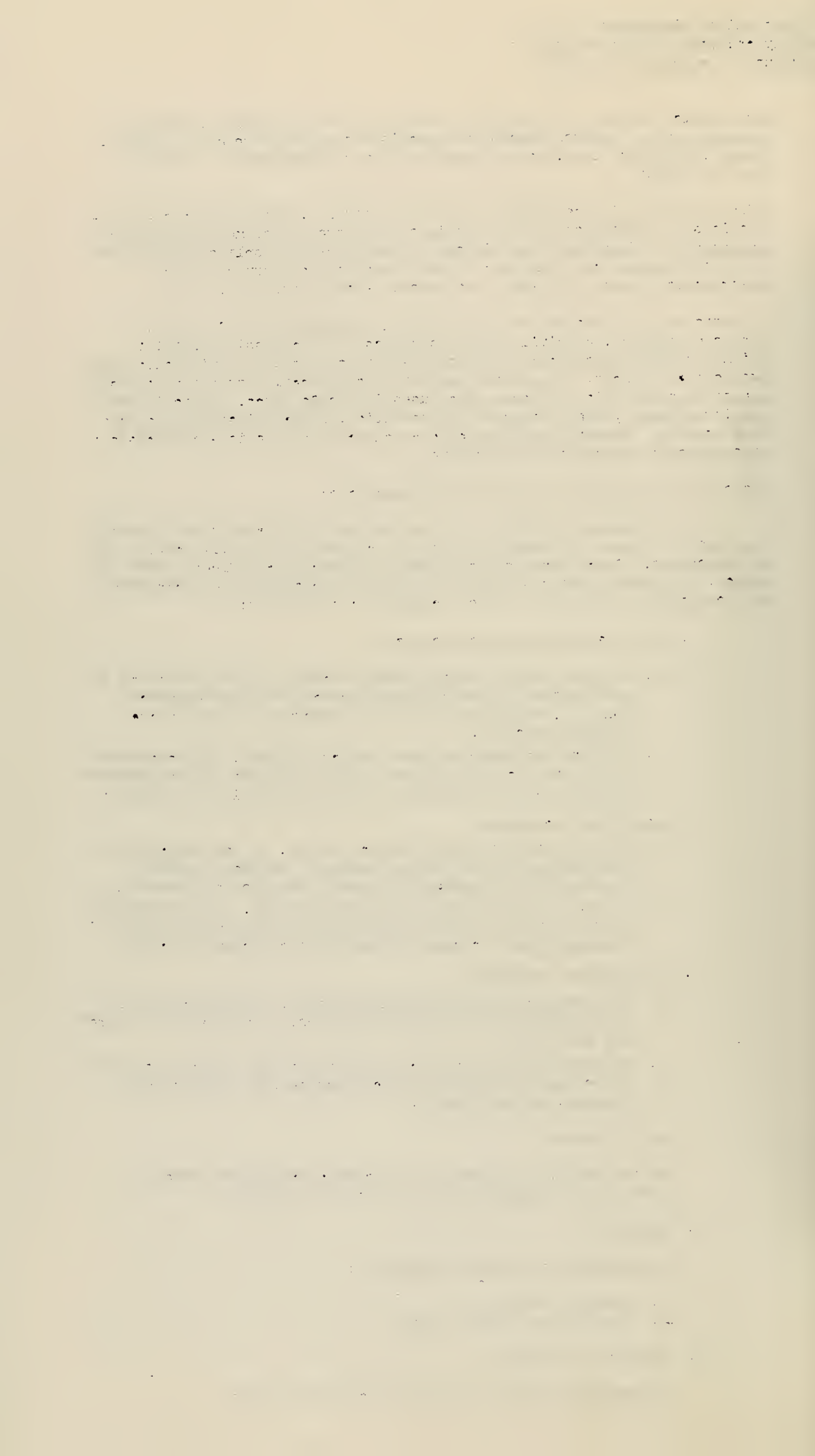
5. Inactive:

42 persons are inactive because of:

- a. Personal choice
- b. Inability to contact them

6. Referrals and Hires:

89 referrals have been made; 21 have been hired:



a. Federal Government:

3 at Senior level positions
5 at Mid-level positions
3 Trainees
7 in clerical positions

b. Community Agencies:

1 as Director of S.E.R. (Service Employees Redevelopment)
1 as Field Representative of S.F.R.

c. City and County of San Francisco:

1 Vocational Counsellor

One person refused a position offered to her.

Persons not having Civil Service ratings are being instructed in how to obtain their ratings.

The project goal is to place a least 100 Spanish-American applicants in civil service positions within its one-year time span.

A second very important goal is to show that there are a large number of Spanish-American applicants very much interested in civil service positions and even more so, a good proportion of these applicants have the qualifications, talent and ability, but have not been utilized properly in the past by city, state and Federal agencies. The point of available Spanish-American talent waiting and capable has to be spelled out to civil service in a crystal clear fashion. It must be pointed out that by making use of, rather than excluding Spanish-Americans, present civil service can be improved and strengthened.

A very important aim for the future is carefully assessing JALA's directions, goals, and objectives in determining what areas of approach will be the most productive. Therefore, these assessments and evaluations will allow it to service areas that need the most attention.

Another goal that will carry into the future months is making sure to acquire the necessary information, statistics, and success so the project will be considered for refunding next year.

Asked for his feelings at this point in the project, Mr. Aviles said he was satisfied, but not pleased with its progress in the sense that not enough Spanish-Americans had been hired in civil service. He described the difficulties posed by the long procedures for obtaining civil service positions. Mr. Evangelista pointed out that staff can only refer its clients for these civil service positions, but they are counseled that there can be no guarantee that the position will be obtained.

Commissioner Bartlett alluded, as well to the need for a balance between the motivations and hopes of the applicants, and their frustrations when they encounter slow or long procedures.

Commissioner Livermore expressed his hope that the HRC can work in similar programs with other ethnic communities.

- Report on City Suppliers' Affirmative Action - Ed Vurek

Mr. Vurek coordinates a Federally-funded (Equal Employment Opportunity Commission) project, now ending its second year, to implement the City's Nondiscrimination Ordinance through Affirmative Action Agreements with firms holding City contracts to provide goods and services. EEOC has indicated that funding for the third year will be provided.

Since the project began, 94 companies have been contacted. Twenty-five primarily supply the San Francisco Unified School District and are being reviewed currently. Nineteen of the 94 are the City banks, who are being worked with separately by Gerard Feliciano. Of the 50 companies remaining, thirty were asked to sign affirmative action agreements, geared primarily

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to reviewing their recruitment and hiring practices and workforce minority patterns.

In the twelve-month period prior to signing the agreements, these companies had a total workforce of 3,078 with 515 minority employees (16.4%). Hiring during that period totaled 632. There were 162 minority hires (25.6%). Breakdowns were shown on charts provided the commissioners.

After 12 months of operation under the agreements, the total workforce is 2,683 with 662 minority employees (24.7%). New hires number 497, with 248 minority. The minority percentage of new hires is 49.8. The overall percentage increase of minority workforce is 8.3. The greatest increase is among Blacks, up from 4.7% to 7.8% in one year.

The most effective method for increasing minority hiring in these companies has been the Affirmative Action File. This is a requirement in the Agreement which establishes a file for minority applicants who apply for work when there is no job opening or if the job has been filled by a more qualified applicant. These applications are placed in a separate file for future reference. Identification of minority applicants is based on observation of the interviewer and not direct questions of the applicant. A great majority of the minority hires were attributed to the Affirmative Action File, which is largely filled by walk-ins, employee referrals, and union referrals. There has also been an increased number of walk-in minority hires. This seems to contradict the often used contention that companies don't get minority applicants. They are hiring more because of the pressure of the Agreement.

Employment discrimination because of sex was not included in the Nondiscrimination Ordinance at the time the Agreements were signed. However, there has been a slight increase in the percentage of women hired by companies with Agreements. The women's movement has increased the number of women seeking a broader spectrum of jobs. Sex discrimination will be included as a factor in all current compliance reviews and agreement negotiations. Companies will be required to seek additional avenues of referral, and to consider women for promotion to higher level jobs.

As for the future, we are continuing to review the recruitment and hiring policies and patterns of City contractors. Negotiations for Affirmative Action agreements continue where needed. During the next funding period, the project intends to move into a new phase of affirmative action. Previously, it has concentrated on recruitment and hiring policies. Many of the companies, especially the larger ones, have established effective policies in these areas. Adequate numbers of minority employees are not getting promoted or represented in all job categories. The project will select companies in this category and make in-depth reviews of the total workforce. Goals will be to establish affirmative action programs which deal effectively with these problems. Employment discrimination because of sex is also apparent in the issues of promotion. The general workforce picture indicates women are well represented at clerical levels and below. Sales, managerial and professional levels are reserved for male predominance.

- Request for Endorsement of A.B. 1710

This item was postponed to the next HRC meeting.

HOUSING AND URBAN DEVELOPMENT
Louis Heilbron, Chairman

- Report postponed to the next HRC meeting.

POLICE LIAISON
Curtis Mc Clain, Chairman

- Report postponed to next HRC meeting.

- Report on Pelton Junior High School Followup - Commissioner Medearis

In April of 1972 the HRC was asked to investigate conditions at Pelton Junior High School, specifically the state of disrepair of the physical plant, and the tensions among students, teachers, and community. Recommendations for repairs were made and a followup report shortly after the inspection tour was made to the HRC.

Commissioner Medearis reported that he made a recent visit to the school and found conditions greatly improved, with a significant decline in vandalism in particular. A new reading program has been a recognized success; faculty attitude and effectiveness have been strengthened. The first aid facility, however, and the counselor's room need additions of supplies and equipment. An emergency intercom system is needed.

- Commissioner Medearis also discussed in some detail the issue of sponsorship of a new low and moderate-income housing development in Hunters Point-Bayview. A copy of a speech he made before the Redevelopment Agency on this issue was distributed to the HRC members. Commissioner Medearis is pastor of the Double Rock Baptist Church, which has sought sponsorship of the housing project. This sponsorship has been awarded to the Hunters Point-Bayview Credit Union by the Board of the Redevelopment Agency.

*****Commissioner Fine suggested that the HRC's Housing Committee might consider this issue.

NEW BUSINESS

- Richard Arnold, a member of the HRC staff as a Housing Assistant under the Emergency Employment Act, has resigned. He is preparing to take the State Bar examinations.
- Supervisor Quentin Kopp has written to the HRC, asking how many HRC staff members live outside San Francisco. Mr. Becker has responded with the information that of some 40 staff, three live outside the City.
- It was announced that the Board of Supervisors' State and National Affairs Committee has tabled a proposed motion calling on the State Legislature to repeal the Bagley bills (the basis of school desegregation in the State). The HRC had written the Board (see Communications) asking that the resolution, which technically would call for rescinding Sections 5002 and 5003 of the Education Code, be rejected.

NO NEW MATTERS

CALENDAR MATTERS

- The next HRC meeting will be January 11, 1973. The report of the Nominating Committee will be due then.

Youth and Education

Next Meeting: Wednesday, January 17, 3:30 p.m.
Cathedral House Library, Grace Cathedral
1051 Taylor Street

Employment

Next Meeting: Thursday, December 21, 9:30 a.m.
Cathedral House Library, Grace Cathedral
1051 Taylor Street

Police Liaison

Next Meeting: Monday, January 8, 1973, 4:30 p.m.
Human Rights Commission Office
1095 Market Street, Room 509

Housing and Urban Development

Next Meeting: December meeting cancelled.

Native American Advisory

Next Meeting: Tuesday, January 9, 5:30 p.m.
 Human Rights Commission Office
 1095 Market Street, Room 509

NO REMARKS FROM THE AUDIENCE

ADJOURNMENT

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:be

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